PROPOSAL

BACHELOR OF APPLIED SCIENCE
with a major in Health Science
with an
Option in Physician Assistant Studies

Submitted to: 
The Florida Department of Education

by 
MIAMI DADE COLLEGE 
School of Health Sciences

September 1, 2008
(Resubmitted Revision per State Recommendations 
November 21, 2008)
# Baccalaureate Program Proposal for Community Colleges

## Cover Sheet

This completed cover sheet should accompany each application submitted to the Department of Education for review and approval to offer a baccalaureate program in accordance with Section 1007.33, Florida Statutes. **Please submit the application by September 1** to the Commissioner of Education with a copy to the Chancellor of Community Colleges.

### Institution Name:

**Miami Dade College**

325 West Gaines Street, Suite 1514
Tallahassee, FL 32399-040

### Baccalaureate Degree Contact:

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Chair, Physician Assistant Studies

Miami Dade College/Medical Center Campus

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### Baccalaureate Degree Secondary Contact:

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Miami Dade College/Medical Center

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Miami, FL 33127

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### Degree Type:

**Bachelor of Applied Science**

**Complete Degree Program Title and Department:**

Bachelor of Applied Science with a major in Health Science with an Option in Physician Assistant Studies

**Proposed Degree CIP Code:** 51.0000

**New**  Existing

If this is an existing CIP, do the proposed prerequisites match those in the *Common Course Prerequisites Manual*?

Yes ☑  (For BS in Health Sciences, Track 5)

No ☐  If no, explain why:

### Total Number of Credit Hours in Program:

130

**Proposed Program Implementation Date:** January 2010

### Proposal Check List:

- [X] Executive Summary
- [X] Description of Planning Process and Time Line for Implementation
- [X] Analysis of the Workforce Need for the Baccalaureate Program, Demand for Graduates, and Impact on Other Institutions
- [X] Alignment with K-20 Goals and Strategic Imperatives
- [X] Academic Content and Curriculum
- [X] Assessment of Current and Anticipated Resources to Deliver the Program
- [X] Enrollment, Performance, and Budget Plan
- [X] Accreditation Plan
- [X] Plan of Action in Case of Program Termination

Date was approved by the Community College’s Board of Trustees **July 16, 2008**

The college President’s signature affirms that all items on the Proposal Check List are included and accurate:

**President’s Signature**

Date: **6/27/2008**

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Miami Dade College
BAS-Health Science, Physician Assistant Studies
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A. Executive Summary

Introduction

The Miami Dade College, School of Health Sciences (formerly the School of Allied Health Technologies) is proposing a Bachelor of Applied Science with a major in Health Science degree (BAS-HS) with specific curricular options. The School of Health Sciences currently offers fifteen (15) Associate in Science degrees, each with individual accrediting agencies. Due to the complexity of each health profession’s curricula and the specific requirements set by individual accreditation agencies, Miami Dade College proposes the development of an umbrella degree (the Bachelor of Applied Science with a major in Health Science) with individual curriculum plans. The first curriculum option proposed is Physician Assistant Studies.

Of the 30 fastest growing occupations in the labor market, more than half are in the Health Science field (Bureau of Labor Statistics, Occupational Outlook Handbook, 2006). The State of Florida has projected a 16% (35,150) increase in Region 23 jobs in the Health Science education and health services sector by the year 2015, and a 41% increase in Physician Assistant employment (Florida Research and Economic Data Base, http://fred.labormarketinfo.com 7/08). According to the Bureau of Labor Statistics, in December 2007, the healthcare sector annually added 1 out of every 3 private sector jobs. Concern regarding the availability of qualified health professionals is so great that Federal lawmakers are addressing the critical shortage of workers in the Health Science professions through legislation (Health Science Reinvestment Act, S. 2491, February, 2008, http://cantwell.senate.gov/news/record). The proposed MDC BAS-HS degree will assist in addressing the shortage of workers by providing graduates a continuum of technical, supervisory, and management skills necessary to meet the workforce needs and labor market projections.

Planning and Implementation

Beginning Fall 2006, the School of Health Sciences (faculty, staff, and administrators) conducted a year-long Force Field Analysis (Appendix 1a), which identified the need for baccalaureate education to satisfy the workforce demands for entry level and upward mobility in the health sciences. During the planning process, MDC administrators investigated, contacted and conducted site visits and surveyed current employers, students and alumni (Tables 10 and 11) to gauge the need for and level of interest in a baccalaureate degree. In 2007, based on the findings showing a high level of interest and need for the program, and on information received from the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) indicating that as of 2010, the proposed institutional level requirement for the Physician Assistant profession will be the baccalaureate degree, Advisory Committees were established to research and develop a bachelor-level umbrella curriculum (BAS with a major in Health Science) with Physician Assistant Studies as the initial option.

The projected start date for the proposed BAS with a major in Health Science degree with an Option in Physician Assistant Studies is planned for January 2010.

Workforce Needs/Demands for a Bachelor of Applied Science with a major in Health Science with an Option in Physician Assistant Studies

Miami Dade College ranks number one in the nation for producers of associate degrees in Health and Clinical Science professions from public institutions (Community College Week,
June 20, 2008), making it a leading provider of healthcare workforce solutions. Although the healthcare sector is one of the fastest growing industries, there continues to be a critical shortage of health care providers (Bureau of Labor Statistics, Occupational Outlook Handbook, 2006) which is predicted to reach 1.6 million to 2.5 million Health Science workers by 2020 (Bureau of Labor Statistics, Occupational Outlook Handbook, 2006). Physician Assistant programs were originally developed to offset a shortage of doctors, especially in underserved areas (Physician Assistant Education Association, 2008). Physician Assistants (PAs) are health care professionals licensed to practice medicine with physician supervision, and are highly skilled health care professionals, trained to provide patient evaluation, education, and health care services (Physician Assistant Committee, 2002, and AAPA, 2007). Statutory definitions, program approval information, and licensure related to Physician Assistants are explained in 458.347, Florida Statutes (Appendix 1). In the United States, Florida ranks 5th (5.2%) for the largest numbers of clinically practicing PAs (2002 AAPA Physician Assistant Census Report). Due to anticipated expansion of the health services industry and an emphasis on cost containment, the employment of PAs is expected to grow much faster than the national average (27% or more) for all other occupations through the year 2014. In the State of Florida there is a projected percentage change of 41.7% from 2007-2015 for employment of Physician Assistants (Florida Research and Economic Data Base FRED, 2008, Table 7), which will result in increased utilization of PAs by physicians and health care institutions (Bureau of Labor Statistics, Occupational Outlook Handbook, 2006). Additionally, in 2010, the proposed institutional level requirement for the Physician Assistant profession will be the baccalaureate degree as outlined in section A1.01 of the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA, 2008). The Miami Dade College proposed BAS-HS with an Option in Physician Assistant Studies degree will comply with the 2010 accreditation mandate.

Data indicate a critical need for additional Physician Assistants in Region 23 and the proposed BAS-HS, Option in PA Studies program will assist in providing and sustaining a healthcare workforce that represents the diversity in Miami-Dade County. Demographics indicate that the minority population of Miami-Dade County is 78.9% with the MDC Medical Center student population comprised of 81.1% minority students (Table 5). Ninety-eight percent (98%) of the licensed graduates from the AS program are employed within nine months with 85% employed within Region 23 (MDC PA Program, 2007). Of the 260 students who graduated from 2000-2007, 87% currently practice in Florida (MDC PA Accreditation Self Study, 2007). The trend is likely to continue with the implementation of the BAS-HS and will provide Region 23 and the State with a workforce applicant pool of qualified, culturally competent PA baccalaureate graduates with specialized skills and the educational background to meet national, state, and professional accreditation requirements. The proposed BAS-HS with an Option in Physician Assistant Studies will be the only publicly funded baccalaureate PA program in Region 23 and the only associate/baccalaureate PA program in the State of Florida and will increase the quantity and quality of affordable educational options.

**Academic Content and Curriculum**

The academic content and curriculum of the proposed Bachelor of Applied Science with a major in Health Science with an Option in Physician Assistant Studies proposal is designed to incorporate the associate-level Physician Assistant Studies standards set forth by the ARC-PA and consequently will consist of 130 credit hours (Table 1). In 2010, the Accreditation Review Commission for the Physician Assistant (ARC-PA) will require the sponsoring institution to award graduates of the PA program a baccalaureate or higher degree.
Table 1: Curriculum Plan – BAS -HS with an Option in Physician Assistant Studies

<table>
<thead>
<tr>
<th>Course Category</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Education Required Courses Lower</td>
<td>36</td>
</tr>
<tr>
<td>Division Natural Science Core</td>
<td>8</td>
</tr>
<tr>
<td>Lower Division PA (discipline specific)</td>
<td>56</td>
</tr>
<tr>
<td>Interdisciplinary Upper Division Core</td>
<td>18</td>
</tr>
<tr>
<td>Advanced PA Option</td>
<td>12</td>
</tr>
<tr>
<td>TOTAL</td>
<td>130</td>
</tr>
</tbody>
</table>

Assessment of Current and Anticipated Resources

To meet the projected enrollment of 60 students in the BAS-HS, PA Studies program in 2010-2013 additional faculty, staff, lab assistants, and equipment/software resources will be needed to support the increased class size and courses. The Medical Center Campus has adequate classrooms to meet the instructional technology needs of the associate degree program but offices will be needed to accommodate the addition of two full-time and one part-time faculty member for the proposed BAS-HS, PA Studies degree.

The current associate-level PA program shares a laboratory space with the Midwifery program, and that space will require renovation. A computer learning center with an assigned computer specialist is available to serve the current associate-level enrollment and to assist all faculty members with computer software training and implementation as well as strategies to enhance classroom presentations. With the anticipated increased enrollment and upper-division coursework, however, additional computer software and hardware will be necessary. Development of online courses will necessitate the joint use of an instructional designer currently assigned to the BS Nursing Program. Multimedia interactive patient management cases are available to both faculty and students and require annual updating. The Human Patient Simulator (HPS), programmed with sophisticated software to simulate complicated medical conditions, is available to faculty and students for regularly scheduled classes as well as for small group or individual sessions.

The campus library has multiple learning resources available to support the present curriculum, but an expanded number of library resources is projected to be needed to facilitate BAS-HS, PA Studies education. Non discipline-specific resources from the Bachelor of Science in Nursing requirements may be shared. The Student Success Center currently provides services to individualize the learning process and to promote faculty and student success in the development of academic, vocational and personal goals by integrating human and technologically-based resources that extend beyond the classroom arena.

Enrollment and Budget Plan

A preliminary assessment of required resources has been projected with estimated costs (Appendix 1) for the academic years 2009 through 2013 to include: facilities renovations ($18,500.00); additional library resources ($64,100). Instructional support requires one full-time faculty in 2009-10 and one additional full-time faculty for 2011-2012 ($99,197 annually), one part-time faculty for 2010-2011 ($7,000 increasing to $8,400 in 2013), and a laboratory instructional support assistant ($7,000, increasing to $9,000 in 2013).

The projected expenditures for 2009-10 are $220,197.00, $194,197.00 for 2010-11, $257,394.00 for 2011-21012, and 265,638.00 for 2012-2013. Enrollment projections are based on 30 students (6 FTEs) beginning in January 2010 and increasing to 60 students (36 FTEs) by 2012-2013. It is estimated that at the conclusion of Spring 2011, 10 students will graduate from the program and in 2012-2013, 25 will graduate with 100% placement due to the demand, and at projected starting salaries of $75,000-$78,000 or higher.
B. Description of Planning Process and Timeline for Implementation

The proposed Bachelor of Applied Science with a major in Health Science, with an Option in Physician Assistant Studies degree is a culmination of research, benchmarking, group discussions, faculty and student input, and the gathering of information from Advisory Committees, site visits, and business and industry input. The proposal is designed as an umbrella degree for Health Science (formerly Allied Health Technologies), and the planning and research included both the need for baccalaureate level education for Health Science and the need for an Option in Physician Assistant (PA) Studies.

Planning

Faculty and administration visited programs at NOVA University, Barry University, University of Florida, and the Health Sciences program at Florida International University (FIU) to determine feasibility and the need for an umbrella baccalaureate degree in Health Sciences at MDC (Page 17, Institutional Contacts and Appendices 17, 18). The MDC School of Health Sciences personnel reviewed web information from Howard University, St Petersburg College, Anne Arundel Community College, Baltimore County Community College, Florida Community College at Jacksonville, and Broward Community College which resulted in a collection of programming information, benchmarking current health professions programs, as well as guiding the creation of the goals, strategies, and measurable outcomes outlined in the proposal.

The administration, faculty and staff in the School of Health Sciences conducted a Force Field Analysis in the 2006-2007 academic year to determine the need and interest for baccalaureate level Health Sciences programs at MDC (Appendix 1a). Results were tallied and the development of a baccalaureate degree in Health Science was one of the Common Threads identified by all participants/disciplines/clusters.

In the Spring 2007, the BAS-HS Health Science Advisory Committee (Appendix 4), comprised of individuals with broad expertise in Health Science programs, began specific discussions on the proposed Option in Physician Assistant Studies baccalaureate program. These individuals met twice a month from May 2007 through August 2007 (Appendix 6). Also during Spring 2007, a Physician Assistant Program Advisory Board was assembled to identify and discuss the needs of the proposed BAS with a major in Health Science and more specifically, to discuss the Option in Physician Assistant Studies. In addition to the Campus President, the Academic Dean, the Department Chair, and the School Director, the committee (Appendix 5) was comprised of five professionals/administrators from the healthcare industry concerned with community health care needs in Miami-Dade County and for the upcoming change in accreditation from the national accreditation agency ARC-PA (Appendix 15). Meetings were scheduled for May and November 2007.

Miami Dade College surveyed Health Science alumni and current students and Region 23 employers to determine the interest for a baccalaureate degree in Health Science with an Option in PA Studies and in the Fall 2007, the Advisory Board began the research and writing of the BAS-HS proposal (Appendix 13). The MDC Board of Trustees approved the BAS-HS with an Option in Physician Assistant Studies proposal on July 15, 2008.
Timeline for Implementation

Listed in Table 2 below is the expected timeline for implementation of the BAS-HS with an Option in PA Studies.

### Table 2: Miami Dade College Program Implementation Timeline for Bachelor of Applied Science with a major in Health Science with an Option in Physician Assistant Studies

<table>
<thead>
<tr>
<th>DATE</th>
<th>Activity</th>
<th>Personnel Items</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 8, 2008</td>
<td>College wide CASSC Approval</td>
<td>N/A</td>
</tr>
<tr>
<td>July 15, 2008</td>
<td>MDC Board of Trustees Approval</td>
<td>N/A</td>
</tr>
<tr>
<td>September 1, 2008</td>
<td>MDC President submits proposal for BAS-HS degree to Commissioner of FLDOE with a copy to the Chancellor of the DCCWE.</td>
<td>N/A</td>
</tr>
<tr>
<td>Sept-Dec, 2008</td>
<td>Accountability and Measurement (ARM), DCCWE, and Florida Board of Governors (FBOG) staff review and provide comments to FLDOE Commissioner. Review comments provided to MDC MDC submits revised BAS-HS degree proposal to FLDOE. Collaborative Review Team, headed by DCCWE, completes final review and makes recommendation to FLDOE Commissioner for approval or disapproval.</td>
<td>N/A</td>
</tr>
<tr>
<td>January-February 2009</td>
<td>The MDC BAS - HS degree proposal is presented to the State Board of Education (SBE) at the SBE meeting.</td>
<td>N/A</td>
</tr>
<tr>
<td>March, - April 2009</td>
<td>State submits MDC BAS - HS degree proposal as an agenda item to the State Board of Education. State Board of Education votes on MDC proposal.</td>
<td>N/A</td>
</tr>
<tr>
<td>April-May, 2009</td>
<td>Upon SBE approval, MDC begins the BAS - HS implementation process including preliminary Capital Outlay for equipment, communication technology, other equipment, including purchase of information technology/teleconferencing equipment, and posting of faculty position. MDC posts: 1 Full time faculty</td>
<td>N/A</td>
</tr>
<tr>
<td>June 2009</td>
<td>MDC advises potential BAS - HS PA students to complete general education and/or elective courses in Fall 2009 Review applications and begin accepting applications for January 2010.</td>
<td>N/A</td>
</tr>
<tr>
<td>July 2009</td>
<td>Interview for faculty position.</td>
<td>N/A</td>
</tr>
<tr>
<td>August, 2009</td>
<td>MDC library submits library resource recommendations. MDC begins ordering program equipment, technology, furniture, office, and classroom supplies. Finalize hiring of 1 Full time faculty member.</td>
<td>N/A</td>
</tr>
<tr>
<td>September-Nov, 2009</td>
<td>PA faculty refines core PA courses by developing syllabi, instructional materials, and finalizing faculty course assignments. MDC finalizes textbook selection. MDC recruits, admits and advises new BAS - HS students. MDC conducts advisement for new students for January 2010. Update library resources, technology/communication software. Orientation for first class of BAS-HS.</td>
<td>N/A</td>
</tr>
<tr>
<td>Nov.-December, 2009</td>
<td>Finalize course assignments, complete syllabi development.</td>
<td>N/A</td>
</tr>
<tr>
<td>January, 2010</td>
<td>MDC offers the first BAS - HS core PA courses. MCC begins didactic courses for first class. Renovation of laboratory completed. Hire lab assistant</td>
<td>N/A</td>
</tr>
<tr>
<td>April, 2010</td>
<td>Review applications for next class.</td>
<td></td>
</tr>
<tr>
<td>June 2010</td>
<td>Accept applicants for next class. Planning committee for Accreditation. MDC Posts: Part time faculty</td>
<td></td>
</tr>
</tbody>
</table>

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<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>June – December 2010</td>
<td>Student Services conducts recruitment. ARC-PA accreditation visit for AS PA degree. Second class orientation in November.</td>
</tr>
<tr>
<td>May 2011</td>
<td>First BAS-HS class graduates.</td>
</tr>
<tr>
<td>July 2010-June 2011</td>
<td>Faculty begins development of Online Courses. Start Planning for scheduling flexible classes.</td>
</tr>
<tr>
<td>July 2011-September 2011</td>
<td>Continue development of Virtual (on-line) courses. Orientation for third class.</td>
</tr>
<tr>
<td>December 2011</td>
<td>Second class graduates.</td>
</tr>
<tr>
<td>January 2011</td>
<td>MDC begins course for second class of PA Option. First Virtual College online course offered.</td>
</tr>
<tr>
<td>August 15, 2011</td>
<td>MDC conducts assessment of BAS-HS, PA program and submits status report to State.</td>
</tr>
<tr>
<td>August 15, 2012</td>
<td>MDC conducts assessment of BAS-HS, PA program and submits status report to State.</td>
</tr>
</tbody>
</table>

C. Analysis of Workforce Needs/Demands for the Baccalaureate Program

National Analysis of Health Services and Education

According to the U.S. Department of Labor, sixty percent (60%) of the American healthcare workforce is made up of Health Science professionals. Of the 30 fastest growing occupations in the labor market, more than half are in the Health Science field (Bureau of Labor Statistics, Occupational Outlook Handbook, 2007). Employment gains in education and health services were second in the nation, and along with professional business services, and leisure and hospitality, accounted for about 60 percent of the total job growth from August 2003-2006 (US Department of Labor Division of Labor Force Statistics). According to the Bureau of Labor Statistics for the month of December 2007, the healthcare sector added 28,000 jobs; in 2007, healthcare added 381,000 annual jobs, accounting for 1 out of every 3 private sector jobs added. Although the healthcare sector is a growing occupation, there is a critical shortage of health care providers and the shortage is predicted to reach 1.6 million to 2.5 million Health Science workers by 2020 (Bureau of Labor Statistics, Occupational Outlook Handbook, 2006). The American Hospital Association states, “there are a vast number of retirements occurring across the spectrum of the health care industry” (Health and Hospital Trends, 2006). These growing demands of healthcare needs are a major challenge for educators (American Hospital Association, Health and Hospital Trends, 2006).

The US Bureau of Labor Statistics has documented increases in education and healthcare services job openings in the United States and reports that since December 2000, Education and Health Services is one of three industries consistently showing higher job openings rates than other industries (US Bureau of Labor Statistics Job Openings and Labor Turnover Statistics, Summary, July 2008). The shortage of workers in the Health Science professions has become so critical that Federal legislators have become concerned. The United States Congress passed the S. 473 Health Science Reinvestment Act (109th Congress, retrieved June, 2008), to amend the Public Health Service Act to promote and improve the Health Science professions and increase the availability of qualified health professionals.

Florida Analysis of Health Science Industry Employment

As noted in Table 3, the State of Florida has postulated a 15.9% (35,150) increase in Region 23 jobs in the Health Science education and health services sector by the year 2015 (Florida Research and Economic Data Base, http://fred.labormarketinfo.com (12/6/2007).
Table 3: Industry Employment Projections (2007 - 2015) for Region 23
Industry Employment & Projections data in Miami-Dade County from Base Year 2007 to Projected Year 2015 for Healthcare

<table>
<thead>
<tr>
<th>Industry Title</th>
<th>Estimated Employment</th>
<th>Projected Employment</th>
<th>Total Employment Change</th>
<th>Annual Avg. Percent Change</th>
<th>Total Percent Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Employment, All Jobs</td>
<td>1,166,672</td>
<td>1,275,841</td>
<td>109,169</td>
<td>1.17</td>
<td>9.4</td>
</tr>
<tr>
<td>Education and Health Services</td>
<td>221,268</td>
<td>256,418</td>
<td>35,150</td>
<td>1.99</td>
<td>15.9</td>
</tr>
</tbody>
</table>

The MDC Medical Center Campus is a leading producer of health professions graduates, and ranked second in the nation for associate degrees in health professions in 2006-2007 (Community College Week, www.ccweek.com, June 16, 2008). The School of Health Sciences offers an Associate in Science (AS) degree in 15 different health-related fields and 10 short-term certificate programs for those who seek employment in the health care industry. The proposed baccalaureate degree curriculum will provide a continuum of technical, supervisory, and management skills that will lead to increased employment opportunities in the healthcare industry by providing another rung in the career ladder for graduates, and will increase the pool of qualified workforce applicants. As noted in Table 4, MDC has seen a continuous increase in the number of Associate in Science degree graduates from 2000-2007 (Institutional Research, MDC, 2008), confirming the large applicant pool available to the BAS-HS program.

Table 4: Number of Associate in Science Health Science Graduates 2000 – 2007

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Associate in Science Health Science Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000-01</td>
<td>1,178</td>
</tr>
<tr>
<td>2001-02</td>
<td>1,091</td>
</tr>
<tr>
<td>2002-03</td>
<td>1,186</td>
</tr>
<tr>
<td>2003-04</td>
<td>1,258</td>
</tr>
<tr>
<td>2004-05</td>
<td>1,230</td>
</tr>
<tr>
<td>2005-06</td>
<td>1,336</td>
</tr>
<tr>
<td>2006-07</td>
<td>1,461</td>
</tr>
</tbody>
</table>

A goal of the Medical Center Campus is to graduate healthcare practitioners to serve in urban underserved communities with diverse populations. As indicated in Table 5, in 2006 the Medical Center Campus served a larger total percentage of Hispanics and African-Americans than reflected in the Miami-Dade County demographics (78.9% compared to 81.1%). In addition to ethnicity, the Medical Center Campus served a higher percentage of females than reflected in Miami-Dade County population (60.4% - compared to 51.6%).
Table 5: Comparison of Miami-Dade County and Medical Center Campus Fall 2006 Student Demographics

<table>
<thead>
<tr>
<th>Ethnicity/Race</th>
<th>MCC Number</th>
<th>MCC Percent</th>
<th>Miami-Dade County Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic</td>
<td>989</td>
<td>55.8%</td>
<td>60.1%</td>
</tr>
<tr>
<td>African American (Non-Hispanic)</td>
<td>502</td>
<td>25.3%</td>
<td>18.8%</td>
</tr>
<tr>
<td>White (Non-Hispanic)</td>
<td>267</td>
<td>15.4%</td>
<td>19.0%</td>
</tr>
<tr>
<td>Other</td>
<td>64</td>
<td>2.7%</td>
<td>2.1%</td>
</tr>
<tr>
<td>Not reported</td>
<td>.8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>1822</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender</th>
<th>MCC Number</th>
<th>MCC Percent</th>
<th>Miami-Dade County Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>1100</td>
<td>60.4%</td>
<td>51.6%</td>
</tr>
<tr>
<td>Male</td>
<td>722</td>
<td>39.6%</td>
<td>48.4%</td>
</tr>
<tr>
<td>Total</td>
<td>1822</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>


Umbrella Baccalaureate degree BAS-HS
The implementation of the Bachelor of Applied Science with a major in Health Science will assist in bridging the following gaps in healthcare workforce shortages as documented by the American Hospital Association by:
- Providing graduates with specialized skills and the educational credentials that are required by national, state, professional and other accreditation agencies.
- Providing a pool of viable employees large enough to fill the key (administrative, supervisory, technical, management, education, research) vacant positions that are becoming available due to employee retirement.
- Providing a cadre of ethnically diverse and culturally competent healthcare professionals.

South Florida, as well as the nation as a whole, is currently facing a crisis in producing and employing qualified health care practitioners. The proposed MDC BAS-HS baccalaureate degree is designed to provide a continuum of technical, supervisory, and management skills above and beyond the Health Science Associate in Science degrees and will help provide needed baccalaureate-prepared graduates for critical Health Science fields.

Need/Demand for the Physician Assistant Studies Option
The first BAS-HS curriculum option proposed for MDC is the Physician Assistant (PA) Studies program. Physician Assistant programs were originally developed to offset a misdistribution and shortage of doctors (Physician Assistant Education Association, 2008). The Physician Assistant (PA) is the “new general practitioner” for the medical profession. Under the direction of a physician, Physician Assistants practice medicine and are formally trained to provide diagnostic, therapeutic and preventive health care services as delegated by physicians (AAPA, 2008). PAs are performing more of the initial routine health assessments that previously took up an inordinate amount of a physician’s time. In specialty areas such as cardiology, the Physician Assistant is becoming the initial point of contact when a patient arrives for a scheduled appointment.

Physician Assistant Demand-Nationwide
Physician Assistants held approximately 66,000 jobs nationwide in 2006 (Table 6). The number of jobs is greater than the number of practicing PAs because some hold two or more
jobs (i.e., PAs may work with a supervising physician, and also work in another practice, clinic, or hospital) (Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2006-07 Edition*, Physician Assistants [http://www.bls.gov/oco/ocos096.htm, *December 6, 2007*]. The Bureau of Labor Statistics has postulated that nationwide employment for Physician Assistants is expected to grow much faster than average (at least 27%) for all occupations through the year 2016 (Table 6) due to anticipated expansion of the health care industry and an emphasis on cost containment. This will result in an increased utilization of Physician Assistants by physicians and health care institutions and provide cost-effective solutions to expensive health care.

Table 6: Nationwide PA Employment Labor Statistics 2006-2016

<table>
<thead>
<tr>
<th>Occupational title</th>
<th>Employment 2006</th>
<th>Projected employment 2016</th>
<th>Change 2006-16</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>Percent</td>
<td>Number</td>
</tr>
<tr>
<td>Physician Assistants</td>
<td>66,000</td>
<td>83,000</td>
<td>18,000</td>
</tr>
</tbody>
</table>

**Physician Assistant Employer Demand in Florida**

Projections for employment between 2007 and 2015 also demonstrate a critical need for Physician Assistants in Florida. As noted in Table 7, estimated employment projections demonstrate a significant percentage change of 41.7% from 2007-2015 (Florida Research and Economic Data Base FRED, 2008).


<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Physician Assistants</td>
<td>4414</td>
<td>6,254</td>
<td>1,840</td>
<td>5.2</td>
<td>41.7</td>
</tr>
</tbody>
</table>

The State of Florida ranks 5th employing the largest number of clinically practicing Physician Assistants (2002 AAPA Physician Assistant Census Report). In South Florida there are 253 estimated annual jobs openings for Physician Assistants: 182 due to growth and 71 due to replacement (Choices Planned of Bridges Transitions Inc., 2005). The Florida Academy of Physician Assistants (July, 2008) has a current listing of 96 job postings on their website ([fapaonline.org/jobListings.asp](http://fapaonline.org/jobListings.asp)) and Region 23 has a large market of employers. Table 8 lists industries that employ Physician Assistants in Florida (Florida Research and Economic Data Base, 2008).
Table 8: Industries that Employ Physician Assistants in Florida

<table>
<thead>
<tr>
<th>Industry</th>
<th>Estimated Employment</th>
<th>% of Total Estimated Employment</th>
<th>Projected Employment</th>
<th>% of Total Projected Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment Services</td>
<td>266</td>
<td>6.1</td>
<td>371</td>
<td>5.9</td>
</tr>
<tr>
<td>General Medical and Surgical Hospitals</td>
<td>315</td>
<td>7.6</td>
<td>380</td>
<td>6.1</td>
</tr>
<tr>
<td>Medical and Diagnostic Laboratories</td>
<td>21</td>
<td>0.5</td>
<td>26</td>
<td>0.4</td>
</tr>
<tr>
<td>Offices of Other Health Practitioners</td>
<td>123</td>
<td>2.9</td>
<td>165</td>
<td>2.6</td>
</tr>
<tr>
<td>Offices of Physicians</td>
<td>2,995</td>
<td>66.2</td>
<td>4,497</td>
<td>71.9</td>
</tr>
<tr>
<td>Outpatient Care Centers</td>
<td>246</td>
<td>5.8</td>
<td>313</td>
<td>5.0</td>
</tr>
<tr>
<td>Self-Employed Workers, Primary Job</td>
<td>70</td>
<td>1.8</td>
<td>76</td>
<td>1.2</td>
</tr>
</tbody>
</table>

As noted below, local physicians are supportive of a baccalaureate level Physician Assistant program (Appendix 3) and endorse the BAS-HS, PA proposal. Letters received from health care industry administrators support the data and reiterate the critical need for more Physician Assistants in the community (Appendix 3):

- Ricardo Forbes, Vice President of Baptist Health System, one of the largest health employers in Region 23, stated “an increasing supply of highly educated Physician Assistants is vital to the healthcare delivery system of our community”.
- Roberto De J. Fernandez, MD, F.A.C.G., wrote: “a physician shortage is approaching a critical level in the United States.”
- Dr. Kevin Fox, D.O., stated: “Our nation is being threatened by a physician shortage that is rapidly approaching a critical level. An increasing supply of highly educated and well trained PAs will assist in relieving this situation.”
- Dr. Arnold Oper, Medical Director of Family Medicine wrote: “By transitioning to a baccalaureate program, our PA students will be eligible for scholarships, grants and loans not otherwise available for students in an associate program. The graduates will also be more competitive in the marketplace when they have a degree commensurate with the level of training received at Miami Dade. Of the four PA programs in Florida, Miami Dade College has graduated the most “local” students than any other program in Florida that would otherwise never have had the opportunity to attend a PA program”.

Institutional Level for Licensure for Physician Assistant

Beginning in 2010, the institution requirement for the Physician Assistant profession will be the baccalaureate degree, as outlined in Section A1.01 of the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) : “the sponsoring institution must be accredited by a recognized regional or specialized and professional accrediting agency to award graduates of the Physician Assistant program a baccalaureate or higher degree. To retain accreditation, the proposed MDC BAS-HS with an Option in Physician Assistant Studies will satisfy the 2010 institutional level requirement as set forth by the agency.

Graduates from Physician Assistant programs that are accredited by the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) or its predecessors,
are eligible to seek national certification by taking the Physician Assistant National Certifying Examination (PANCE). Issued by the National Commission on Certification of Physician Assistants (NCCPA), the Physician Assistant-Certified (PA-C) credential is a mark of professional accomplishment, indicating the achievement and maintenance of established levels of knowledge and clinical skills. The PA-C credential is widely recognized within the medical professions and beyond. All 50 states, the District of Columbia, and the American territories rely on NCCPA certification as a criterion for licensure or regulation of physician assistants. To protect the credibility of the PA-C designation, the NCCPA certification process involves formal collegiate education, examination and ongoing pursuit of continuing medical education (NCCPA, 2008).

**Student Demand**

Although there is significant employer demand for PAs in Florida, there are only four schools offering accredited Physician Assistant programs in the state and student demand is high for Physician Assistant education in South Florida. Of the 1254 foreign medical graduates who contacted Miami Dade College for information on medical programs between October 2007 and February 2008, 644 (31%) were interested in enrolling in a baccalaureate program in Physician Assistant Studies, if offered at Miami Dade College (Table 9). All foreign doctors who contacted MDC have status to stay in the United States under current visa laws, and meet criteria outlined in Section f(5)c of 458.347 FS. (Appendix 1).

**Table 9: Foreign Medical Graduates Interested in Baccalaureate PA Programs**

<table>
<thead>
<tr>
<th>Foreign Medical Graduates Contacting MDC</th>
<th>Interest in BAS-HS, PA program</th>
<th>Percentage of Interest</th>
</tr>
</thead>
<tbody>
<tr>
<td>1254</td>
<td>644</td>
<td>31%</td>
</tr>
</tbody>
</table>

In addition to the Foreign Medical graduate interest, MDC surveyed current students to gauge the level of interest in the proposed BAS-HS, PA degree. Table 10 provides the results of the surveys conducted in person, via email, and by telephone. As noted, 10 (32%) of the thirty-one students who entered the PA program with an expected graduation date of 2008, and 26 (41%) of the forty-one students expected to graduate in 2009 expressed interest in the proposed BAS-HS degree.

**Table 10: Associate of Science MDC Physician Assistant Current Student Survey Results (Interested in BAS-HS degree)**

<table>
<thead>
<tr>
<th>Expected Year of Graduation</th>
<th>Number of Respondents</th>
<th>Respondents Indicating Interest in BAS-HS</th>
<th>Percentage of Respondents Indicating Interest in BAS-HS</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>31</td>
<td>10</td>
<td>32%</td>
</tr>
<tr>
<td>2009</td>
<td>41</td>
<td>26</td>
<td>41%</td>
</tr>
</tbody>
</table>

**Alumni Interest**

In addition to the above surveys, MDC surveyed alumni who graduated in 2006 and 2007 and found that eleven (31.4%) of the thirty-five (35) 2006 graduates and seven (21.2%) of the thirty-three (33) 2007 graduates indicated interest in the proposed BAS-HS PA program at Miami Dade College (Table 11).
Beginning 2010, when the institutional level requirement for the Physician Assistant profession will be the baccalaureate degree, it is expected that interest in the BAS-HS, PA will increase to 100%.

The demand for Physician Assistants in Miami-Dade County results in more applicants each year than student openings for acceptance into the current Miami Dade College AS PA program. For the class of 2008, there were 325 applicants for the 50 student openings. Table 12 demonstrates the number of openings, the percentage of students completing the associate degree level from the MDC Physician Assistant program and the highest degree earned. As shown in Table 12, students have a diverse educational background and 52.5% (21) of the 2007 AS PA graduating class earned a baccalaureate or higher degree in some other area prior to entering the associate level program and would have chosen a higher degree program had it been available at MDC. For the 2007 graduating class, levels of highest degree earned prior to obtaining the AS PA degree included four (4) MDs, one (1) Ph.D., three (3) Master’s, and thirteen (13) BS/BS degrees. In 2010, when accrediting criteria raise the minimum institution requirements to the baccalaureate level, it is expected that previous AS degree graduates will return to complete the BAS-HS, PA degree for professional growth and development and to be competitive for workforce advancement.

As reflected in Table 13, there is a significant paucity of baccalaureate level Physician Assistant programs nationwide (21) and of the four schools in the State of Florida offering accredited Physician Assistant programs (Barry University, Nova Southeastern, University of Florida and Miami Dade College), only MDC will offer a bachelor level degree. The other three universities offer a Master’s level degree. Consequently, the addition of the proposed MDC BAS-HS, PA will fill a significant void for Physician Assistants educational opportunities in Region 23.
As previously noted, MDC has a large applicant pool and upon approval of the proposed MDC BAS-HS, PA option, Miami Dade College would provide an additional educational opportunity to meet Region 23 workforce needs.

Table 13: **Highest credentials awarded by institutions nationally, upon completion of a Physician Assistant Program**

<table>
<thead>
<tr>
<th>Credential awarded by institution for completion of PA program</th>
<th>Number of Institutions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certificate Only</td>
<td>5</td>
</tr>
<tr>
<td>Associate AA/AS*</td>
<td>3</td>
</tr>
<tr>
<td>Baccalaureate BA/BS</td>
<td>21</td>
</tr>
<tr>
<td>Master’s</td>
<td>110</td>
</tr>
</tbody>
</table>

* Note: ARC-PA accreditation will phase-out for Associate-level programs in 2010. (ARC-PA, 2007)

**Affordable Access**

Miami Dade College, as one of only four institutions in the State to award an accredited Physician Assistant degree, currently offers the least expensive PA program in the State of Florida. As noted in Table 14, and supported by correspondence received for the Economic Opportunity Family Health Center, the addition of bachelor degrees “would provide an opportunity for low income students to further their careers”. The MDC proposal will provide a more cost effective option for students seeking a BAS-HS in PA Studies than any other PA program in the State.

Table 14: **Comparison of Florida Physician Assistant Program Tuition**

<table>
<thead>
<tr>
<th>Institution</th>
<th>Tuition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Miami Dade College</td>
<td>$19,262</td>
</tr>
<tr>
<td>University of Florida</td>
<td>$25,213</td>
</tr>
<tr>
<td>Nova Southeastern University</td>
<td>$52,360</td>
</tr>
<tr>
<td>Barry University</td>
<td>$55,046</td>
</tr>
</tbody>
</table>

**Employment of MDC Graduated Physician Assistants**

According to MDC Medical Center Physician Assistant program data (Table 15), eighty-five (85%) of the licensed graduates from the Miami Dade College Associate of Science PA program are employed within six months, and ninety-eight (98%) are employed within nine months. Of those employed, eighty-five (85%) of graduates are employed within Region 23 and eighty-seven (87%) are employed within the State of Florida. It is expected that these trends will continue with the implementation of the BAS-HS.

Table 15: **2005-2006 Health Science Graduates’ Placement Status (Physician Assistant)**

<table>
<thead>
<tr>
<th>Time</th>
<th>Placement Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 months</td>
<td>85%</td>
</tr>
<tr>
<td>9 months</td>
<td>98%</td>
</tr>
</tbody>
</table>

6 Month = 85%
9 Months = 98%
In compliance with the State Board of Education Baccalaureate Program Proposal for Community Colleges guidelines, Dr. Norma Martin Goonen, Provost, Academic and Student Affairs, Miami Dade College, notified local higher education institutions of Miami Dade College's intent to submit baccalaureate program proposals to the State Board in September 2008 (Appendix 2). Florida International University and University of Miami (neither of which offer the option in Physician Assistant Studies) were provided with a copy of the curriculum guide and a summary of the proposed Bachelor of Applied Science with a major in Health Science with an Option in Physician Assistant Studies and as of the submission date of this proposal, no response has been received. MDC also contacted Barry University and Nova Southeastern University on Wednesday November 12, 2008. Dr. Pete Gutierrez, Chair, MDC PA, met with Drs. Doreen C. Parkhurst MD, FASCEP Program Director, Physician Assistant, Barry University, and Chet Evans, D.P.M; F.A.C.F.A.S. to discuss a future articulation agreement to provide seamless admission opportunities to MDC BAS-HS/PA graduates to the Barry University Master of Clinical Medical Sciences program. Further discussion entailed the possibility of an affiliation with the School of Public Health as an alternative route. A second meeting is scheduled for January 2009, to finalize the language of the agreement (Appendix 18).

Miami Dade College will be the only South Florida institution to offer an AS/BAS Physician Assistant program (Nova Southeastern University and Barry University offer only the Master’s in PA). As indicated above and evidenced by Appendices 17 and 18 Barry University and Nova Southeastern University have indicated a desire to partner with the proposed Miami Dade College BAS-HS, PA Option program. The proposed agreements will provide a mechanism for MDC BAS-HS licensed Physician Assistant graduates to enroll in NOVA’s Master of Health Science (Appendix 17) and Barry’s Master of Clinical Medical Science (Appendix 18).

**D. Alignment with K-20 Goals and Strategic Imperatives**

The Florida Department of Education (LDOE) K-20 Strategic Plan Mission states: “The Strategic Plan of the State Board of Education is structured around priorities, objectives and projects that target meeting and exceeding Florida’s state education mission and goals.”

**Mission:** "Increase the proficiency of all students within one seamless, efficient system, by allowing them the opportunity to expand their knowledge and skills through learning opportunities and research valued by students, parents, and communities."

**Goals:**

1. Highest Student Achievement
2. Seamless Articulation and Maximum Access
3. Skilled Workforce and Economic Development
4. Quality Efficient Services

The proposed MDC BAS-HS will align with the goals and imperatives in the following ways:

**1. Highest Student Achievement.** The proposed BAS-HS program encourages high student achievement and performance at all levels and consistently applies academic and training standards as required by the Southern Association of Colleges and Schools Commission on Colleges. In addition, the PA Studies option will meet accrediting requirements as set by the Accreditation Review Commission for Physician Assistant (ARC-PA).

**2. Seamless Articulation and Maximum Access.** The proposed BA-HS will utilize the education resources of the K-20 system. The educational and training opportunities may begin
immediately after high school with a student enrolling in the MDC School of Health Sciences. Successful completion of the Associate in Science degree in the Physician Assistant program will allow enrollment in the proposed BAS-HS program, PA Studies, culminating in a BAS-HS degree. Students will receive the full range of articulation and transfer rights guaranteed by the Florida Statewide Course Numbering System (SCNS) and statewide articulation agreements.

Maximum access is a cornerstone of the Mission statement for Miami Dade College. “The mission of Miami Dade College is to provide accessible, affordable, high quality education by keeping the learner’s needs at the center of decision-making and working in partnership with its dynamic, multicultural community MDC meets the challenges of increasing rates of learning and completion at all levels by utilizing proven multiple and varied academic student support services. Almost half of the enrolled student population at MDC (49%) receive some form of Financial Aid (MDC Institutional Research, June, 2008). As previously noted in Table 14, MDC currently offers the least expensive Physician Assistant program in the State of Florida and can provide a more affordable option for students seeking a BAS-HS in PA Studies than any other PA program in Florida.

The proposed BAS-HS program combines the theoretical with practice-based courses and is designed to provide students with additional job readiness skills. MDC courses are in compliance with the State Common Prerequisites, articulation agreements and degree transferability. Currently, MDC has an articulation agreement (Appendix 7) with Nova Southeastern University (NSU) that allows graduates of the MDC Associate in Science Physician Assistant program the opportunity to obtain an on-line baccalaureate (Bachelor of Health Science) completion program that is accredited by the Southern Association of Colleges and Schools. NSU’s BHS does not, however, lead to PA licensure. After 2010, however, the agreement will no longer have validity due to the requirement by the professional accrediting agency (ARC-PA), that the sponsoring institution (MDC) must award Physician Assistant graduates a baccalaureate degree or higher. MDC administrators have begun discussions with Nova Southeastern University for an articulated Master’s degree in Physician Assistant Studies upon approval of the BAS-HS (Appendix 17).

3. Skilled Workforce and Economic Development

Miami Dade College endeavors to meet the diversified workforce needs of the community and agencies in its service region by offering affordable and accessible opportunities for higher education. The majority of MDC students are place-bound due to transportation and financial issues. MDC also provides higher education opportunities for South Florida residents by enrolling and graduating more minority students than any other institution of higher education in the nation (MDC, IR, 2008) and consequently, MDC has the potential to provide healthcare agencies with a pool of culturally diverse PAs prepared for positions in community-based, local, state, or federal agencies, and other healthcare facilities, or to prepare for PA faculty positions if enrolling in Master of Science in Physician Assistant Studies programs.

As noted previously in Table 15, according to the 2005-2006 Health Science Graduates’ Placement Status data, MDC graduated thirty-one PA students who have a 85% employment rate six months after graduation (Institutional Research 2007) and a 98% employment rate (PA Program, MDC 2008) nine months after graduation.

4. Quality Efficient Services

The proposed BAS-HS degree program will provide high quality and efficient services by utilizing existing Miami Dade College resources and services including those affiliated with the existing AS-PA program. Applications for admission and registration services will be processed utilizing Miami Dade College’s existing systems within the Offices of the Registrar and Admissions. Admission requirements will conform to established MDC policy and Florida statutes and rules. The MDC comprehensive student support services will be available to all.
BAS-HS degree students, including peer and faculty tutoring, collaborative learning, service learning, learning communities, and simulated learning situations with human patient simulators. Students will also obtain structured health care experiences through affiliation and partnership agreements with the 428 health care institutions and agencies throughout Miami-Dade County (Appendix 9).

The implementation of the proposed BAS-HS will align with the Florida Department of Education K-20 Strategic Plan supporting workforce healthcare education programs with the skill requirements and entry level qualifications of the market place. The implementation of the Bachelor of Applied Science with a major in Health Science with an Option in Physician Assistant Studies will help bridge gaps in healthcare workforce shortages by providing students with specialized skills and the educational credentials that are required by national, state, professional and other accreditation agencies. The proposed BAS-HS, PA degree will provide an increased pool of ethnically diverse and culturally competent workforce applicants.

**Strategic Imperatives**

In addition to aligning with the Florida Department of Education K-20 Mission and Goal statements, the proposed MDC Bachelor of Applied Science with a major in Health Science with an Option in Physician Assistant Studies degree is designed to align with the *Strategic Imperatives* as follows:

1. **Set, Align, and Apply Academic Curricular and Testing Standards.** Students will be required to meet all baccalaureate admission standards, including foreign language, College-Level Academic Skills Test (CLAST) requirements, and minimum grade point averages. The BAS-HS will align course requirements with professional needs and standards to ensure graduates are prepared for admission to graduate programs. In addition, the MDC BAS-HS with an option in PA Studies proposed degree program will meet all standards to attain accreditation from the ARC-PA.

2. **Improve Student Rates of Learning.** The proposed BAS-HS degree will improve student rates of learning by developing and implementing plans to annually increase:
   - The percentage of AS graduates who enroll in the BAS-HS.
   - The retention rates of BAS-HS.
   - The completion rates of the BAS-HS.
   - Diverse teaching methods through technology.

3. **Improve the Quality of Instructional Leadership.** The intent of the proposed BAS-HS degree is to provide an affordable, efficient, seamless, workforce-driven baccalaureate degree. The proposed BAS-HS with an Option in PA Studies degree will include medical knowledge and skills, the teaching of multi-cultural healthcare clients, leadership and management strategies, research approaches that address health care issues, and alternative medicine knowledge (Table 17, Course Descriptions). Additionally, theories of community empowerment, care of communities for health promotion and culturally congruent therapeutic care of acute and chronic conditions will be provided. The BAS-HS in PA Studies is recognized as the basic level from which PAs may enter graduate programs that provide the requisite quality of instructional leadership skills for PA faculty. The proposed BAS-HS with an Option in PA Studies degree is designed to provide graduates with a combination of classroom knowledge and practical applied strategies that may consequently impact the quality of leadership within the PA and healthcare professions.

4. **Increase the Quantity and Improve the Quality of Education Options.** The proposed BAS-HS degree increases the educational options and workforce opportunities for prospective
students within the region by providing the opportunity for a high quality, seamless, workforce-driven degree that adds to the educational options at MDC. The proposed BAS-HS with an Option in PA Studies is designed to provide the graduate with the skills and abilities to handle the increasing responsibilities, and critical thinking required of professionals in a global community. Region 23 students enrolling in the proposed BAS-HS in PA Studies degree program will obtain the skills and abilities to provide competent care to patients and to work with communities to improve the health of their community members.

- MDC will provide advisory committees with information regarding accountability measures and processes.
- Recruitment and retention of students will be monitored to ensure that student learning and educational needs are met.
- The annual budget process, the annual School of Health Sciences Annual Report and the five-year program review process all contain evaluative measures and benchmarks that assess effectiveness.

6. Coordinate Efforts to Improve Higher Student Learning. MDC will continue to utilize its existing articulation and access plans and will facilitate new agreements as appropriate. Academic student advising will be coordinated to ensure that students progress toward baccalaureate degree completion in a timely manner.

The proposed Miami Dade College BAS-HS degree will align with the FLDOE Mission Statement and Goals by providing a seamless, workforce-driven, efficient, and cost-effective education that meets FLDOE strategic imperatives.

E. Academic Content and Curriculum

<table>
<thead>
<tr>
<th>Program Title / Degree</th>
<th>Bachelor of Applied Science with a major in Health Science with an Option in Physician Assistant Studies</th>
</tr>
</thead>
<tbody>
<tr>
<td>C.I.P. Code</td>
<td>51.0000</td>
</tr>
<tr>
<td>Classification description</td>
<td>The proposed BAS-HS is an umbrella degree designed to facilitate additional tracks within the Health Sciences. It is expected that the Clinical Laboratory Science Program will be the next baccalaureate track developed under the BAS-HS at MDC. Consequently, the CIP code is general rather than specific.</td>
</tr>
<tr>
<td>Health Services/Health Science/Health Sciences, General. A general, introductory, undifferentiated, or joint program in health services occupations that prepares individuals for either entry into specialized training programs or for a variety of concentrations in the Health Science area. Includes instruction in the basic sciences, research and clinical procedures, and aspects of the subject matter related to various health occupations.</td>
<td></td>
</tr>
<tr>
<td>Department</td>
<td>School of Health Sciences</td>
</tr>
<tr>
<td>General Education Requirements</td>
<td>36 credit hours</td>
</tr>
<tr>
<td>Total Credits</td>
<td>130</td>
</tr>
<tr>
<td>Admission Requirements</td>
<td>The Physician Assistant concentration requires an</td>
</tr>
</tbody>
</table>
associate's degree in the health profession practitioner content area and possession of license and certification in the Physician Assistant health profession.

Program Location:
School of Health Sciences, Medical Center Campus, Miami Dade College

Degree Description:
**The Bachelor of Applied Science in Health Science** (the baccalaureate “umbrella”) provides the entry level skills to specific Health Science professions and is designed to supplement the workforce-specific skills that are inherent in the associate degree program. The curriculum provides an interdisciplinary approach to healthcare practice by providing practitioners with specific health delivery system and patient management strategies which include medical knowledge and skills, the teaching of multi-cultural healthcare clients, leadership and management strategies, research approaches that address health care issues, and alternative medicine knowledge (Table 17, Course Descriptions). Students will complete course work in basic sciences, general studies, discipline specific medical skills, and have the opportunity to expand their knowledge by participating in structured clinical experiences. Upper-division coursework is carefully designed so that associate degree graduates will be able to build upon the practical knowledge obtained at the associate level. All baccalaureate graduates will have a firm foundational understanding of health care and have exposure to critical issues that confront practitioners, managers and instructors in selected health-related professions.

Program Description:
**The Bachelor of Applied Science with a major in Health Science with an Option in Physician Assistant Studies** (concentration) consists of 130 total semester credits which incorporate AA and AS lower division coursework. Students will complete course work in basic sciences, general studies, clinical medicine, history, and physical examination techniques, surgical, clinical and practice management skills. Students will be provided with opportunities to develop discipline-specific medical skills and to expand their knowledge by participating in structured clinical experiences under the supervision of Physician Assistants and physicians. In order to provide students with a broad range of clinical experience, the program will utilize the existing 428 Miami Dade College Medical Center Campus clinical affiliates which include hospitals, primary care centers, and free standing clinical settings throughout South Florida (Appendix 9).

**Differentiation of Credentials Awarded by National Institutions and the Role of PANCE**
As noted in an e-mail summary of a conversation between Dr. Carol Miller, MDC Interim Academic Dean, and John McCarty, Executive Director of ARC-PA (Appendix 19), ARC-PA focuses on curriculum content, faculty credentials, and clinical placements. Upon graduation from an accredited associate, bachelor’s or Master’s level school, students who pass the national licensing examination and are certified as Physician Assistants, are eligible for clinical jobs in the workplace. Although Miami Dade College will continue to offer the AS degree in PA Studies, baccalaureate and Master’s level graduates will benefit in the areas of promotion, administration, education and research.

Barry University and Miami Dade College are the only two institutions in Region 23 which offer a Physician Assistant option. Barry, however, is a private institution with higher tuition than MDC, and offers a Master’s degree in Clinical Medical Science. Students who graduate from the Miami Dade College BAS-HS, PA Option will have access to the workforce two years earlier than graduates of Barry’s Master’s level program.
It is expected that the Physician Assistant National Certification Exam (PANCE or http://www.nccpa.net/EX_pance.aspx) will continue to play an integral role as part of the national standards for Physician Assistants.

Curriculum Plan

The proposed Bachelor of Applied Science with a major in Health Science is an umbrella degree designed to build on the lower division Associate in Science degree in a variety of health professional programs. The first option submitted for approval is the BAS-HS with an Option in Physician Assistant Studies. Other program options that may follow in future years could potentially include Clinical Laboratory Sciences, Radiology and Respiratory Care. The following goals of the proposed Bachelor of Applied Science with a major in Health Science are fundamental in addressing healthcare work force needs and demands:

1. Prepare “market-ready” health profession graduates at the baccalaureate level.
2. Curtail workforce shortages by meeting current and future employer needs.
3. Increase the number of minority graduates in healthcare disciplines at the baccalaureate level.
4. Provide a career path for preceptors, clinical practitioners/supervisors, and adjunct faculty to package their clinical expertise in an educational framework.
5. Comply with program accreditation requirements as set out by the individual professional accreditation agencies (e.g., ARC-PA).

For the Option in Physician Assistant Studies concentration, the proposed curriculum includes thirty-six (36) semester hours of General Education, eight (8) semester hours of Lower Division Natural Science core, fifty-six (56) hours of PA course work, and thirty (30) hours of upper division coursework. The upper division courses are divided into eighteen (18) hours of interdisciplinary coursework which focuses on teaching skills, client education, leadership, management, research design and alternative medicine strategies and twelve (12) discipline-specific Advanced Physician Assistant credit hours. (Table 17, Course Descriptions). Upper division courses are designed to enhance and develop the health professional’s skills as leaders, educators, and to assist them in becoming more effective in the current interdisciplinary clinical setting as well as improving the delivery of quality health care in a complex global health care environment. A sample four year advising sheet with General Education courses highlighted is located in Appendix 8.

To comply with current associate-level accreditation standards, the MDC AS-PA degree consists of eighty-eight (88) semester hours. The proposed BAS-HS PA Option is 130 credits.

Table 16: Bachelor of Applied Science with a major in Health Science with an Option in Physician Assistant Studies Curriculum Guide

<table>
<thead>
<tr>
<th>LOWER DIVISION REQUIREMENTS</th>
<th>Course</th>
<th>Course Title</th>
<th>Credits</th>
<th>Pre-/Co-Requisites</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Education listed below:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communications – 6 Credits Required</td>
<td>ENC 1101</td>
<td>English Composition 1 (Recommended)</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td></td>
<td>ENC 1102</td>
<td>English Composition 2</td>
<td>3</td>
<td>Pre-Req ENC 1101</td>
</tr>
<tr>
<td>Oral Communication – 3 Credits Required</td>
<td>SPC 1026</td>
<td>Fundamentals of Speech Comm. (Recommended)</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Humanities – 6 Credits Required</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Group A
Choose 3 credit hours from Group A 3

AND

Group B –
PHI 2604 Critical Thinking/Ethics 3 Pre-Req ENC 1102
(Recommended)

Behavioral and Social Science – 6 Credits Required

Group A –
CLP 1006 Psychology of Personal Effectiveness 3
(Recommended)

AND

Group B –
Choose 3 credit hours from Group B 3

Natural Science – 6 Credits Required

Group A
BSC 2085 Human Anatomy & Physiology 1 3 Co-Req BSC 2085L
(Recommended)

AND

Group B –
CHM 1033 Chemistry for Health Sciences 3 Co-Req CHM 1033L
(Recommended)

Mathematics – 6 Credits Required
MAC 1105 College Algebra 3
STA 2023 Statistical Methods 3
(Recommended)

General Education Elective – 3 Credits Required
MCB 2010L Microbiology Lab 2 Co-Req MCB 2010L
(Recommended)
BSC 2085L Human Anatomy & Physiology 1 1 Co-Req BSC 2085
(Recommended)

LOWER DIVISION NATURAL SCIENCE CORE 8 Credits Required

<table>
<thead>
<tr>
<th>Course</th>
<th>Course Title</th>
<th>Credits</th>
<th>Pre-/Co-Requisites</th>
</tr>
</thead>
<tbody>
<tr>
<td>BSC 2086</td>
<td>Human Anatomy and Physiology 2</td>
<td>3</td>
<td>Co-Req BSC 2086L</td>
</tr>
<tr>
<td>BSC 2086L</td>
<td>Human Anat and Physiology 2 Lab</td>
<td>1</td>
<td>Co-Req BSC 2086</td>
</tr>
<tr>
<td>MCB 2010</td>
<td>Microbiology</td>
<td>3</td>
<td>Co-Req MCB 2010</td>
</tr>
<tr>
<td>CHM 1033L</td>
<td>Chemistry for Health Science Lab</td>
<td>1</td>
<td>Co-Req CHM 1033</td>
</tr>
</tbody>
</table>

LOWER DIVISION DISCIPLINE PA SPECIFIC REQUIREMENTS- 56 Credits

<table>
<thead>
<tr>
<th>Course</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>PAS 1800C</td>
<td>Physical Diagnosis I</td>
<td>2</td>
</tr>
<tr>
<td>PAS 1812</td>
<td>Behavioral &amp;Community Medicine I</td>
<td>1</td>
</tr>
<tr>
<td>PAS 1831</td>
<td>Clinical &amp; Diagnostic Imaging</td>
<td>1</td>
</tr>
<tr>
<td>PAS 1823</td>
<td>Principles of Pharmacology I</td>
<td>2</td>
</tr>
<tr>
<td>PAS 1822C</td>
<td>Electrocardiography/Cardiology</td>
<td>2</td>
</tr>
<tr>
<td>PAS 1813</td>
<td>Pathophysio Phys of Disease I</td>
<td>2</td>
</tr>
<tr>
<td>PAS 1801C</td>
<td>Physical Diagnosis II</td>
<td>2</td>
</tr>
<tr>
<td>PAS 1821</td>
<td>Behavioral &amp; Community Medicine II</td>
<td>1</td>
</tr>
<tr>
<td>PAS 1811</td>
<td>Introduction to Medicine I</td>
<td>5</td>
</tr>
<tr>
<td>PAS 1830</td>
<td>Pharmacotherapeutics</td>
<td>4</td>
</tr>
<tr>
<td>PAS 1824</td>
<td>Pathophysio Basis of Disease II</td>
<td>2</td>
</tr>
<tr>
<td>PAS 1820</td>
<td>Introduction to Medicine II</td>
<td>5</td>
</tr>
<tr>
<td>PAS 1810C</td>
<td>Surgical Problems and Procedures</td>
<td>5</td>
</tr>
</tbody>
</table>
PAS 2841L Geriatrics 2
PAS 2842L Psychiatry 2
PAS 2866L Family Medicine 4
PAS 2840L Internal Medicine 4
PAS 2860L Pediatrics 2
PAS 2870L Obstetrics/Gynecology 2
PAS 2850L Surgery 4
PAS 2876L Emergency Medicine 2

**UPPER DIVISION COURSES – 30 Credits Required**

**Interdisciplinary Core- 18 credits**

HSC 3057 Intro to Research Meth in Healthcare 3
HSC 3701 Leadership/Mgmt. Health Prof. 3
HSC 3243 Teaching Skills for Health Prof. 3
HSC 3231 Client Education in Health Care 3
HSC 3720 Alternative Medicine Strategies 3
HSC 4XXX Community Service Learning Pract. 3

**Advanced PA Option – 12 credits**

PAS 4XXX Contemporary Issues Physician Assistant 3
PAS 4XXX Physician Assistant Pract. Manage. 3
PAS 4XXX Physician Assistant Capstone Course 6

General Education Required Courses Lower.......................... 36 credit hours
Division Natural Science Core........................................ 8 credit hours
Lower Division PA (discipline specific).............................. 56 credit hours
Interdisciplinary Upper Division Core.............................. 18 credit hours
Advanced PA Option.................................................... 12 credit hours
**TOTAL................................................................. 130 credit hours**

**Computer Competency:** By the 16th earned college level credit (excluding EAP and college preparatory courses), a student must take the Computer Competency Test and pass,

Or

By the 31st earned college level credit (excluding EAP and college preparatory courses), a student must pass CGS 1060, an equivalent continuing education or vocational credit course or retest with a passing score on the Computer Competency Test.

**Foreign Language:** Students admitted to the baccalaureate degree program without meeting the foreign language admission requirement of at least 2 courses (8-10 credit hours) of sequential foreign language at the secondary level or the equivalent of such instruction at the postsecondary level must earn such credits prior to graduation.

Successful completion of 30 semester hours of upper division (3000-4000) level coursework required.

A sequenced Four Year Advisement Plan for the BAH-HS, PA Option is provided in Appendix 8.

**Admission Requirements (BAS-HS, PA Studies)**

Applicants who meet program requirements will be placed into the selection pool. Selection priority will be granted according to the following:

- An earned AS degree in Physician Assistant Studies from an accredited college.
- Successful completion of the Physician Assistant National Certifying Examination (PANCE).
- Cumulative GPA of 2.50, 2.75 in science courses, and 2.50 in Physician Assistant course work.
- Completed MDC Admission Application.
• Completed Health Form.
• Successful completion of a background investigation and a drug screen.

Students entering with an AS or AAS degree plus licensure, may need additional General Education coursework to meet the 36 hours of General Education credits required for the baccalaureate degree. Students entering with an AA degree plus PA licensure may need additional electives to provide appropriate background for the baccalaureate program.

Note: In 2010, the revised ARC-PA accreditation standards will be activated. The BAS-HS, PA Option admission criteria will be reviewed at that time to ensure compliance with the accreditation standards required for the profession. According to John McCarty, Executive Director of the ARC-PA the degree earned by students graduating from accredited PA program varies widely across the U.S. (Appendix 19).

Graduation Requirements (BAS-HS, PA Option)
The BAS-HS degree will be awarded to students who meet the following requirements:
• Successful completion of a minimum of 130 credit hours in acceptable course work required for the BAS-HS with an Option in PA Studies degree
• Successful completion of the final 30 semester hours at MDC
• Successful completion (with grade of “C” or higher) of 30 semester hours of upper division (3000-4000 level) course work
• Computer competency
• Minimum of a 2.5 cumulative GPA in BAS-HS course work
• Satisfactory completion of the State of Florida College Level Academic Skills Test (CLAST) or approved alternative
• Foreign Language: Students admitted to the program without meeting the foreign language admission requirement of at least 2 courses on sequential foreign language (or American Sign Language) at the secondary level or in the equivalent of such instruction at the post secondary level must earn such credits prior to graduation.

Course Descriptions
Table 17 below contains the course prefixes, numbers and descriptions for the BAS-HS, with an Option in PA Studies.

Table 17: Upper Division (3000-4000 level) Course Descriptions:

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>HSC 3231</td>
<td>Client Education in Health Care</td>
<td>3</td>
<td>This course focuses on the delivery of client specific health education. The student will learn to develop the attitudes, knowledge, and skills required for successful education of patients. The student will learn to assess curriculum, training objectives, and educational experiences, and serve in the best interest of educating the patient.</td>
</tr>
<tr>
<td>PAS 4XXX</td>
<td>Contemporary Issues for the PA</td>
<td>3</td>
<td>In this course the student will examine current issues, challenges, and practices influencing leaders in the field of health care education. The student will learn to use evidenced based medicine to research topics including leadership perspectives on health care education and promotion; the changing nature of health care delivery in the United States; demographic, economic, ethical, and political factors influencing the practice of health education.</td>
</tr>
</tbody>
</table>
HSC 3701
Leadership and Management in Healthcare (3 credits)
This is a leadership and management course that will examine leadership as a process with a tri-fold focus: the leader, the followers, and the situation. The student will learn leadership theories and build leadership skills.

HSC 4xxx
Community Service Learning Practicum (3 credits)
This course is designed to engage students in meaningful healthcare related community service learning activities. Students will learn to explore new collaborations in service-learning, cultural diversity and community healthcare development. These experiences will help to and prepare them for lives as civically-engaged local, national, and global citizens.

HSC 3243
Teaching Skills for Health Care (3 credits)
This course emphasizes significant problems instructors have related to content and design of curricula or courses. Students will learn the theoretical underpinnings of teaching and learning in health science disciplines from a variety of perspectives – educational, psychological, developmental, and social.

PAS 4xxx
Physician Assistant Practice Management (3 credits)
This course is designed to assist the PA in understanding and applying the principles of management to a primary care practice. Students will learn the basic concepts of managing the patient/client, the office and a medical team.

HSC 3720
Alternative Medicine Strategies (3 credits)
This course will introduce students to new approaches to health and healing. The student will learn the various medicines practiced around the world, collectively referred to as complementary and alternative medicines (CAM). Students will learn epidemiology, usage, and terminology specific to these practices.

PAS 4xxx
Physician Assistant Capstone Course (6 credits)
This is an experiential course that incorporates all the learning competencies of the BAS-HS with an option in PA courses. The student will learn to apply the knowledge, skills and abilities they have garnered throughout the program by identifying, researching and presenting a current challenge or trend in healthcare.

HSC 3057
Introduction to Research Methods in Health Care (3 credits)
This course will provide an overview of research methods used in healthcare. Students will learn the use of effective inquiry through research strategies that address healthcare issues with logical and observational rigor. Students will learn the rudiments relative to the evaluation of research literature, research design and the application of research methods to the clinical setting.

Program Learning Outcomes for the Bachelor of Applied Science with a major in Health Science
The Miami Dade College proposed BAS-HS umbrella degree will prepare students to meet the following program outcomes:
1. High quality education and training opportunities in primary care settings for students interested in providing health care services to medically under-served residents in urban and rural communities.
2. Promotion and maintenance of high academic and professional standards.
3. Participation in professional activities and continuing education to promote life-long learning.
4. A level of didactic and clinical competence that provides for successful entry into the healthcare profession.
Program Learning Outcomes for the BAS-HS with an Option in Physician Assistant Studies

Upon completion of the proposed BAS-HS with an Option in PA Studies degree, graduates will be expected to demonstrate the outcomes of the BAS-HS umbrella degree listed above and the following Physician Assistant Studies concentration-related outcomes:

1. Integration of theoretical and scientific knowledge from PA and related disciplines to provide quality, culturally competent healthcare to multi-cultural clients and communities.
2. Application of appropriate evidence-based findings and research to change and improve PA practice.
3. Analysis of management theories and concepts from PA and related disciplines in professional PA practice.
4. Analysis of current ethical, legal, and socio-economic issues and trends to develop unique PA strategies to improve the healthcare delivery.
5. Utilization of professionalism, communication, interdisciplinary collaboration to develop instructional goals and objectives for diverse populations in a rapidly changing, global environment.
6. Examination of strategies to design and implement community service activities using principles of community health.
7. Integration of alternative medicine strategies with professional PA knowledge, abilities and skills in the provision of complex and unique PA care to a variety of diverse populations.
8. A commitment to life-long learning to enhance critical thinking and professional values and behaviors in professional PA care.
9. Incorporation of medical and surgical knowledge necessary for the graduate to pass the National Commission on Certification of Physician Assistant licensure examination.

Current Clinical Affiliations:

Miami Dade College has developed extensive education-practice partnerships with healthcare institutions and agencies throughout South Florida. The Medical Center Campus has 428 partnerships and affiliation agreements with health care agencies such as hospitals (e.g. Baptist, Mercy, Jackson Memorial, Kendall Regional, and Mt. Sinai Hospitals), community health agencies, centers, clinics, long term care centers, nursing homes, and others (Appendix 9). The current Associate in Science PA program has affiliation agreements with health care facilities throughout the service community and it is expected the number will continue to increase as the program expands and health related organizations and businesses seek to develop relationships with the program. The numbers of affiliation agreements are more than adequate to support the baccalaureate program.

Justification for Exemption to Policy of 120 Maximum Credit Hours:

To comply with current associate-level accreditation standards (ARC-PA) and State of Florida criteria for baccalaureate programs (i.e., 36 semester hours of General Education), the minimum number of credit hours required to complete the proposed Bachelor of Applied Science with a major in Health Science, with an Option in Physician Assistant Studies is 130 credit hours.

F. Assessment of Current and Anticipated Resources to Deliver the Program

Miami Dade College Medical Campus has an assortment of resources, including a large library, state of the art medical instruction equipment, human patient simulators, and a variety of...
student services. A detailed narrative for current and anticipated resources is provided in Table 18.

**Table 18: Summary of Current and Anticipated Resources to Implement the BAS-HS Program**

<table>
<thead>
<tr>
<th>Resource</th>
<th>Current Resources</th>
<th>Anticipated Additional Resources Needed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructional Faculty</td>
<td>Faculty for Associate Science PA program.</td>
<td>• 2 Full time faculty&lt;br&gt;1 part time faculty&lt;br&gt;Faculty Support- lab assistant.</td>
</tr>
</tbody>
</table>
| Library Resources       | • Total book collection: 9,539<br>• Approximately 3,994 multimedia resources and 99 Journal titles.<br>• On-line databases including CINAHL, Medline, Thomson Healthcare Series, Bates Physical Examination Series, Physicians Desk Reference, and others. | • New baccalaureate-level book collection for theory, community, leadership and management and research in Health Science.  
• New Online resources to include baccalaureate-level databases such as Ovid and Proquest for full-text articles available 24/7.  
• Resources to update and classify new material.  
• Increased Library Support staff hours. |
| Instructional Centers   | • Computer Learning Center.<br>• Human Patient Simulator.<br>• Student Success Center.<br>• Career Center.<br>• Student Center. | • Capital outlay for equipment updates. Three new computers with updated software.  
• Online course development resources.  
• PT Lab Assistant |
| Equipment               |                                                                                                                                              |
| Space                   | • Electronic and traditional classrooms. Clinical Laboratory<br>• Library and Information Resource Center with multimedia stations, full wireless connectivity, group study rooms, reading rooms and a quiet study area. | • Renovated laboratory facilities.<br>• Two office spaces for new faculty.<br>• Additional Information Resource Center.<br>• Additional Shelving space for multimedia and book titles. |
Clinical Sites

- Over 428 clinical sites.
- Close proximity to 3 local hospitals and several clinics.
- Clinical sites that allow research, management and community service.

Operating Expenses

- Library support, academic administration, IT support, travel, materials, Student Services support.
- Professional services support, Student recruiter.
- Accreditation expenses

Resources to increase operating expenses in Academic administration, materials, supplies, travel, student services, professional services, accreditation, support services.

Capital Outlay

Library

- Library Resources
- Information Technology equipment.
- Other equipment.
- Facilities/Renovation.

Instructional Resources:

The current Associate in Science Physician Assistant Program has a Program Director, a Medical Director, five teaching faculty, and a Student Services assistant. Three of the personnel are medical doctors (Appendix 10, Faculty Listing). The proposed BAS-HS PA Studies program will require the addition of a minimum of 2 full-time faculty, 1 part-time faculty, a part-time lab assistant, the use of an instructional designer, and administrative staff support.

Library Resources:

The Library and Information Resource Center of the Medical Center Campus provides students with access to library collections, print and non-print resources, services and facilities in support of the campus' specialized PA curriculum. Certified medical librarians are available to instruct library clientele in the efficient and effective use of resources. The Medical Center Campus library participates in cooperative services with local, national and international library networks. The collection of resources and services will meet users' information needs, and reflect advances in information delivery systems. The campus library has multiple learning resources available to support the present AS curriculum. The library has 24 Pentium computers of which 12 are connected to a VHS/DVD machine allowing students the opportunity to view videos, CDs and DVDs. The library also enjoys a wireless environment and there are 17 wireless laptops available to users. The library has 4 group study rooms equipped with state of the art technology including a plasma screen, a computer, a DVD/VHS machine and wireless keyboard and mouse. There is also a seating/reading room with capacity for 60 students and a quiet study area with 27 individual study carrels. The campus library has multiple learning resources available to support the present curriculum. To meet the anticipated academic needs of the baccalaureate degree, the Library resources will need to expand to include magazines, books and media that address the curriculum of the baccalaureate degree. The proposed curriculum includes courses in leadership principles, primary care management practices, healthcare research methods, educational teaching skills, alternative medicine beliefs and applications, community health and current issues that change the role of the healthcare giver.
The total library book collection at MDC Medical Center Campus library is approximately 9,539 items in the subject areas of Medicine, Health Science, and Nursing. There is also a media collection that includes slides, audio cassettes and computer disks. The total Media Collection has 3,994 items on health and medicine (MDC Library, June 2008). The library subscribes to 99 journal titles and to the following medical, nursing and Health Science online databases:

**CINAHL Plus Full Text:** provides indexing for over 3000 journals from the fields of Health Science and nursing. The database contains more than 1,000,000 records dating back to 1982, offering complete coverage of English-language nursing journals and publications from the National League for Nursing and the American Nurses Association. CINAHL with Full Text covers nursing, biomedicine, health sciences librarianship, alternative/complementary medicine, consumer health and 17 Health Science disciplines.

**Health & Wellness Resource Center:** Easy-to-use interface with access to full-text Health Science journals, encyclopedias and other reference sources, as well as informational pamphlets. Also includes the *Alternative Health* suite of resources.

**Health Reference Center Academic:** An advanced interface to the full-text Health Science journals found in the *Health & Wellness Resource Center.*

**Health Source: Consumer Edition:** provides information on many health topics including the medical sciences, food sciences and nutrition, childcare, sports medicine and general health. Health Source: Consumer Edition features searchable full text for nearly 160 journals including Consumer Reports on Health and Men’s Health, as well as abstracts and indexing for nearly 180 general health, nutrition and professional health care publications.

**Health Source: Nursing/Academic Edition:** provides nearly 540 scholarly full text journals focusing on many medical disciplines. Also featured are abstracts and indexing for over 570 journals.

**Lexi-Comp Online:** specifically aimed toward Dental Hygiene students, this database covers drug information, dental office medical emergencies, oral soft tissue and hard tissue diseases, manual of clinical periodontics, lexi-natural products online, clinician’s endodontic handbook, and dental office management and practice.

**MEDLINE with Full-Text:** Full text for nearly 1,200 journals with coverage dating back to 1965. Authoritative medical information on medicine, nursing, dentistry, veterinary medicine, health care system, and much more. Created by the National Library of Medicine. Search abstracts from over 4,000 current biomedical journals.

**Nursing and Health Science Source:** Access articles and graphics from more than 270 nursing-related publications, including Nursing, Nursing Management, RN, American Journal of Sports Medicine, Physical Therapy, and Patient Care Management.

**Physicians’ Desk Reference:** Searchable index of hundreds of drugs and medications. Search by product name, manufacturer, product category, indications, contraindications, side effects, or drug interactions. Includes product photos.

**PsycArticles:** provides full-text, peer-reviewed scholarly and scientific articles in psychology. It contains more than 100,000 articles from 59 journals - 48 published by the American Psychological Association (APA) and 11 from allied organizations. It includes all journal articles, letters to the editor, and errata from each journal. Coverage spans 1894 to present.

**Thomson Healthcare Series:** Access gateway to several Thomson Healthcare products including: MICROMEDEX Health Care, which includes information about drugs, toxicology, diseases, acute care, and alternative medicine; CareNotes System, which provides patients with easy-to-understand information about all aspects of their care, medications, and health; and, the PDR Electronic Library.

**Library Serials:** The Medical Center Campus Library subscribes to 34 periodicals in print. Students, staff, and faculty can access electronic databases 24 hours a day, 7 days a week for
full text journal articles, magazine articles, newspaper articles, and full text reference sources. To facilitate usage of the online databases and to make the online materials more user friendly, the Medical Center Library has designed multimedia tutorials on how to login and how to effectively search the databases. These tutorials are available at http://www.mdc.edu/medical/library/tutorials.htm.

To support the needs of a baccalaureate degree, additional resources will be required as defined in the budget (Budget, Appendix 11). In addition to expanded resources, library staff will need to update, classify, catalog, and process new resources.

**Interlibrary Loan**

The library can electronically request and receive journal articles and chapters of books in less than 24 hours to respond to the informational needs of users. The library is a member of local, state, and nationwide library consortiums that support the exchange of materials.

**Instructional Centers and Equipment:**

A computer learning center with an assigned computer specialist is available to serve the current enrollment and to assist all faculty members with computer software training and implementation as well as strategies to enhance classroom presentations. With the anticipated increased enrollment and upper-division coursework for the proposed BAS-HS, additional computer software and hardware will be necessary. A minimum of three new computers and updated software will be required. Interactive patient management problem-based cases are available to the faculty and the students, and will need to be updated. The addition of online courses is expected to be an important component to the program, and will require additional time and resources for development.

The use of the Human Patient Simulator (HPS) is available to faculty and students for regularly scheduled classes as well as for small group or individual sessions. Programs for the HPS need to be updated periodically.

The Student Success Center currently provides services to individualize the learning process and promote student success in the development of academic, vocational and personal goals by integrating human and technological based resources that extend beyond the classroom arena. Additional staffed hours will be required to administer and support the increased class size and courses for the BAS-HS as detailed in the Budget (Appendix 11). The following facilities are also available at the MDC Medical Center Campus to support the BAS-HS program:

- **The New Student Center**: provides prospective MCC students with information on programs. The Center maintains and distributes current information regarding program and careers and directs students to the most appropriate services.
- **The Career Center**: assists current MCC students with career strategies such as interviewing and resume skills.
- **The Student Success Center**: assists students in developing and achieving their academic, vocational and personal goals by providing computer access, tutoring and supplemental instruction. Housed in the Student Success Center is a state-of-the-art Human Patient Simulator. The simulator is used to demonstrate or provide hands-on skills and knowledge to students during their nursing program via simulated patient scenarios.
- **The Library and Information Resources Center**: houses library materials and up-to-date resources that support the medically related programs. Budget provisions to keep these resources current will be implemented.
SPACE: Classroom, Teaching Laboratory, Office
The Medical Center Campus currently has adequate classrooms and laboratories to meet the associate degree program needs; all classrooms are presently equipped with instructional technology. The current Physician Assistant program has laboratory space for the physical diagnosis and clinical skills laboratory sessions. The AS PA faculty and staff, however, share a clinical laboratory on campus with another program that requires renovation (Budget, Appendix 11).

Offices will be needed to accommodate two full-time faculty members for the implementation of the BAS-HS degree program.

Internship/Clinical Sites
MDC Medical Center Campus is adjacent to three local hospitals including Jackson Memorial Hospital, a non-profit, tertiary care hospital, the Veterans Administration Hospital, and the University of Miami Hospital. The campus is also surrounded by multiple clinics and research facilities such as the Bascom Palmer Eye Institute (Number One Eye institute in the US), the Parkinson Institute, the Sylvester Comprehensive Cancer Center, Miami-Dade Public Health Clinics, and the University Of Miami Miller School Of Medicine that can be utilized for upper level course work. In addition, the current Associate in Science PA program currently has 428 affiliation agreements (Appendix 9) with health care facilities throughout the service community, and it is expected that this number will continue to increase as the program expands and health related organizations and businesses seek to develop relationships with the program.

Summary
The Miami Dade College Medical Center Campus (MCC), a large, modern facility provides students with a variety of excellent classroom, library, media and student oriented resources. The campus is strategically located in an area of several major medical care centers allowing for a wide range of learning experiences and is dedicated to teaching and integrating programs in healthcare treatment. The implementation of the BAS-HS with an Option in PA Studies will provide additional development of Health Science baccalaureate programs under the umbrella of the BAS-HS, thereby assisting in meeting the healthcare needs of the community and providing an accessible, affordable healthcare education.

G. Proposed Enrollment, Performance, and Budget Plans

Planned Student Enrollment
To meet the projected enrollment of 60 students in 2011-2012 (Table 19), and effectively implement the BAS-HS with an option in Physician Assistant Studies, the proposed Budget Plan reflects the following additional resources: two full-time and one part-time faculty, academic administration expenses, additional support staff including the use of an instructional designer, library resources, informational technology equipment, laboratory equipment, renovated laboratory space, and additional offices to accommodate two faculty members and support staff (Appendix 11).
Table 19: Proposed Enrollment for BAS-HS – Option PA Studies

<table>
<thead>
<tr>
<th>Year</th>
<th>Enrolled</th>
<th>Graduated</th>
<th>Placed</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009-10</td>
<td>30</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>2010-11</td>
<td>45</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>2011-12</td>
<td>60</td>
<td>25</td>
<td>25</td>
</tr>
<tr>
<td>2012-13</td>
<td>60</td>
<td>25</td>
<td>25</td>
</tr>
</tbody>
</table>

Budget
As noted in Table 20, the proposed Budget Plan estimates implementation costs of $220,197, for 2009-2010; $194,197, for 2010-2011, $257,394 for 2011-2012, and $265,129 for 2012-2013.

Faculty
The proposed BAS-HS, PA Studies will require:
- One full time faculty for 2009-2010 at a salary of $99,197.
- A second full time faculty for 2011-2012 at a salary of 99,197.
- A part time lab assistant at a salary of $7,000-$9,000 for 2010-2013.
- Part-time faculty for 2010-2013 at an anticipated salary of $7,000-8,400.

Operating Expenses
The proposed academic administration, materials, supplies, travel, communication and technology, library support, Student Services, professional support and support services total:
- $36,000 for 2009-2010
- $34,000 for 2010-2011
- $28,500 for 2011-2012
- $32,800 for 2012-2013

Capital Outlay
The projected budget for Capital Outlay includes:
- Library resources to include hardware, software, and updating current resources:
  - $ 35,000 for 2009-2010
  - $ 25,000 for 2010-2011
  - $ 2,000 for 2011-2012
  - $ 2,100 for 2012-2013
- Information Technology and Other Equipment expenditures will include equipment and software necessary for the teaching and learning by students and faculty. The cost is estimated at:
  - $18,000 for 2009-2010
  - $10,000 for 2010-2011
  - $ 5,000 for 2011-2012
  - $ 2,500 for 2012-2013
- Facilities/Renovation cost is estimated at:
  - $10,000 for 2009-2010
  - $ 5,000 for 2010-2011
  - $ 2,000 for 2011-2012
  - $ 1,500 for 2012-2013

An overview of the operating costs is located in Table 20 (Budget, Appendix 11).
TABLE 20:  Summary of Operating Costs and Available Funds for years 2009-2013

<table>
<thead>
<tr>
<th>Resources</th>
<th>2009-2010</th>
<th>2010-2011</th>
<th>2011-2012</th>
<th>2012-2013</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Cost</td>
<td>Cost</td>
<td>Cost</td>
<td>Cost</td>
</tr>
<tr>
<td>Instructional</td>
<td>+ $106,197.00</td>
<td>+$113,197.00</td>
<td>$214,894.00</td>
<td>223,729.00</td>
</tr>
<tr>
<td>Operating expenses</td>
<td>36,000.00</td>
<td>34,000.00</td>
<td>28,500.00</td>
<td>32,800.00</td>
</tr>
<tr>
<td>Capital Outlay</td>
<td>78,000.00</td>
<td>47,000.00</td>
<td>14,000.00</td>
<td>8,600.00</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$220,197.00</td>
<td>$194,197.00</td>
<td>$257,394.00</td>
<td>265,129.00</td>
</tr>
<tr>
<td>Grants and Fees</td>
<td>- $220,197.00</td>
<td>- $194,197.00</td>
<td>- $257,394.00</td>
<td>266,638.00</td>
</tr>
<tr>
<td>Total Deficit</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total Funds</td>
<td>$220,197.00</td>
<td>$194,197.00</td>
<td>$257,394.00</td>
<td>266,638.00</td>
</tr>
</tbody>
</table>

Sources of Funds
Miami Dade College will utilize four revenue streams to implement and expand the proposed BAS/HS option PA studies Program.

- **State funding** - will provide a $3,657.00 subsidy for each FTE student credit hour.
- **Baccalaureate Degree Grants** - $374,010 from 2009-2013
- **Resident Student Fees** - 2009-2013 Cost per upper division credit hour at MDC is $69.40 academic year. Tuition plus Fees at MDC is $86.75.

Projected Costs versus Funds:
The annual projected costs for the BAS-HS PA option program will match the annual projected funds.

H. Accreditation Plan

Miami Dade College is currently a Level 2 educational institution, accredited by the Southern Association of Colleges and Schools (SACS), Commission on Colleges. The Physician Assistant associate degree program is accredited by the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA). In 2010, the proposed institutional level requirement for the Physician Assistant profession will require a baccalaureate degree, as outlined in section A1.01 of the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA). The document states that: “the sponsoring institution must be accredited by a recognized regional or specialized and professional accrediting agency to award graduates of the Physician Assistant program a baccalaureate or higher degree.” The proposed BAS-HS with an Option in Physician Assistant Studies degree will comply with the 2010 accreditation mandate and will add a new educational option for Region 23 that provides quality, accessible, and affordable health sciences education at the baccalaureate level.

I. Plan of Action in Case of Termination

As mandated by the State Board of Education, Miami Dade College will demonstrate diligence to individual student needs in the event of program termination and will enact an approved degree completion plan to enable eligible students to complete the appropriate BAS-HS with an Option in PA Studies program coursework no later than two academic years following the termination decision. The BAS-HS, PA program will provide transition services to students, including a transition educational plan outlining coursework and program options for program completion and will ensure that the program will remain open and provide “train-out”
options to allow eligible students currently enrolled to complete graduation requirements. The plan will be comprised of courses based on an individual student review, with transfer and advising assistance provided. MDC will maintain transcripts of BAS-HS, PA Studies students and program graduates in accordance with MDC policies and procedures and will maintain and archive the BAS-HS with an Option in PA Studies course descriptions and representative course syllabi. Every effort to serve the interests of affected students will be observed in the event of program termination.

Miami Dade College will adhere to the stipulations as mandated by the State Board of Education regarding its monitoring of the program implementation through annual reviews. All educational programs at MDC are reviewed on a five-year cycle and follow established operational procedures for college-wide evaluation (Appendix 12). Following this process, MDC develops program recommendations to continue, modify, or discontinue specific programs. This same procedure would be followed in case of program termination. MDC academic programs are to be reviewed on a five year cycle. Each program review will address five areas:

1. Program viability
2. Program goals and rationale
3. Outcomes assessment
4. Program resources and support
5. Program strengths/opportunities for improvement

Proposal Implementation
Implementation is planned for January, 2010 and upon State Board of Education (SBE) approval of the proposed Miami Dade College BAS-HS with an Option in PA Studies program, a Memorandum of Agreement (MOA) will be developed listing the criteria for initial release of funds, and for continuing program approval as stipulated by the State. Upon approval, the MOA will be signed by the Miami Dade College President and the Commissioner on behalf of the SBE. Funding, as determined by the Commissioner, approved by the SBE, and specified in the MOA, will be released upon receipt of the signed MOA.

Terms and Conditions of Program Continuation
As indicated in the Miami Dade College Program Review Policy (Appendix 12), MDC will adhere to all requirements as stipulated in the MOA. MDC values a systematic approach to decision making and assessment of program effectiveness and is in compliance with Florida Statute 1001.03 (13) regarding a cyclic review of post-secondary academic programs. MDC will provide data required by the Chancellor of Community Colleges and Workforce Education and the Chancellor, Board of Governors, and revisions to budget information (such as FTE, faculty hires, etc.), as appropriate.

Miami Dade College understands that continued funding will be based upon performance specified in annual reports and dependent on Legislative funding. Once the program is established, continued funding will be provided via the upper-division funding model approved by the Legislature.