

Monroe Community College - Carolyn Hunt

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Organization Profile

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Mission/Vision MCC'S VISION

Monroe Community College will be the nationally-recognized leader in championing equity, opportunity, innovation, and excellence while transforming students' lives and communities.

MCC'S MISSION

Monroe Community College, through access to affordable academic programs, leads excellence and innovation in higher education, inspires diverse students to transform their lives and communities, drives regional economic development, and builds global engagement and understanding.

Receive County Funds? YES - Transforming Lives through Nursing Pathways will support the expansion of programming at both the Brighton and downtown campus'. At Brighton, the Nursing program will expand to support a smoother transition for working LPNs to succeed in MCC's RN program. These students will be provided with nursing success coaches as well a myriad of effective academic and social supports available at MCC that will increase each student's successful completion of coursework and licensing to become RNs. At MCC's downtown campus, ARPA funds will be used to expand and strengthen the LPN, CNAT&D, HHA, and the Clinical Bridge programs to provide a solid foundation, build confidence and promote transition in the career pathway.

Div. of Corp. N/A? yes

Proposal Information

Project Name Transforming Lives through Nursing Pathways

Summary Transforming Lives through Nursing Pathways will support the expansion of programming at both the Brighton and downtown campus'. At Brighton, the Nursing program will expand to support a smoother transition for working LPNs to succeed in MCC's RN program. These students will be provided with nursing success coaches as well a myriad of effective academic and social supports available at MCC that will increase each student's successful completion of coursework and licensing to become RNs. At MCC's downtown campus, ARPA funds will be used to expand and strengthen the LPN, CNAT&D, HHA, and the Clinical Bridge programs to provide a solid foundation, build confidence and promote transition in the career pathway.

Workforce/Economic?	Health/Safety?	Infrastructure/Sustainability?
yes	no	no

Description MCC is an organization dedicated to serving the community and identifying resources to help meet those specific needs. MCC's Vision, Mission and Strategic plan are directly aligned with the Bring Monroe Back metrics. MCC is focused on student success, developing partnerships and promoting and supporting economic development by providing pathways to create a highly skills workforce. MCC is continuously recognized for their efforts to support diverse students in achieving success.

Transforming Lives through Nursing Pathways provides a more equitable academic and economic advancement opportunity to more than 2000 Monroe County residents in healthcare pathways over the course of four years. Through this expansion of programming, Monroe County will gain the benefits of a stronger healthcare workforce in hospitals, doctors offices, long-term care facilities, and in-home care. At the same time, thousands of families will gain meaningful employment with sustainable income and a route to further advancement as their family grows. This win-win of support for our healthcare sector and the steady upward mobility of Monroe County residents will contribute to a more prosperous economic vitality of our community, strengthen community wellness, mental health, and public safety, and serve as a replicable model for sustainable practices for ongoing economic resiliency.

b.MCC has relied on private and government funding to provide tuition assistance and support service assistance for nursing, assistant and aide students. However, to truly expand the program requires additional faculty and staff coordinators (to meet New York State Education Department regulations Section 52.2), as well as instructional supplies and lab/simulation space. Programs will be able to sustain at post-ARPA levels if student enrollment remains high enough to fund faculty. Continued growth, after ARPA funding, will only be possible with investment in space and equipment. MCC and the MCC Foundation have been successful in engaging private and corporate partners resulting in generous donations. Transforming Lives through Nursing Pathways will support the expansion of programming at both MCC's Brighton and downtown campuses. At Brighton, the Nursing program will expand to support a smoother transition for working LPNs to succeed in the RN program. These students will be provided with success coaches and social support funding to increase the likelihood of successful completion and becoming RNs. At the downtown campus, MCC will expand the LPN, CNAT&D, HHA, and the Clinical Bridge programs that promote the transition upward. In addition to program expansion, this project will fund the support of all areas shown to promote student's success: tuition free training, employer wage support, Success Coaching, additional financial support by way of stipends and emergency funding for barriers such as childcare, transportation, housing, and past debts. Additionally, we will support employers so that that we may expand our goal to increase the number of students receiving employer wage support into the HHA, Bridge, LPN and RN programs, with the goal of ensuring students are not picking up extra shifts for income and putting their studies in jeopardy. We will offer ongoing training and support for employer needs, such as Professional Skill Development and specialized trainings for ongoing complicated populations, and on-going success coaching for at least one year for each student.

MCC has a myriad of support services for students (see Resources in Other attachments) as well Dreamkeepers (an emergency needs fund), tutoring center, on-campus free child care, and many other services.

MCC has identified that positions such as Academic Success Coaches play a critical role in student success, completion and confidence building. This position is designed to provide guidance, support and tutoring to students. This may include tutoring, skills remediation, assistance and review of assignments like nursing care plans, career planning, identifying student's personal needs, improving abilities in time management, study skills, test taking skills, and math review.

The Success Coach will provide information and help gain access to college resources supporting students inside and outside of the classroom. They will also help students develop professional behaviors, improve communication strategies and improve collaboration among students which are all essential tools for a professional registered nurse (RN). The Coach will design and implement an Academic Success "bootcamp" for new students and/or struggling students. The camp will prep students in study skills specific to the nursing curriculum.

MCC recognizes the importance of financial support and is requesting funds in the grant to support students in the Nursing programs and the LPN-RN bridge program to receive tuition benefits to lessen the financial burden and provide them the opportunity to focus on their studies.

Company Strengths MCC was chartered in 1961 as a County community college. MCC has a sound financial footing to deliver core services. MCC has a Single Audit and regularly secures and manages Federal, State, County and City funds. MCC's RN program is fully accredited.

The RN program reports to the Dean of STEM and Health Professions, who reports to the Provost.

The CNA/HHA/LPN program reports to the VP of Economic and Workforce Development.

Each program has a community/industry advisory board.

Community Resources Skilled Nursing Facilities: Monroe Community Hospital, URMCC, Rochester Regional, Highlands Living Center, Highlands at Brighton, Friendly Home, Fairport Baptist

Acute Care: MCC is partnering with the University of Rochester Medical Center to provide mentoring to RN students, guaranteed job placement and additional clinical spots to accommodate the growth in the RN program.

Community organizations: ABC Healthcare programs, RochesterWorks, Totally You-nique (women, minority owned), FLPPS, Monroe County, SUNY, ESL, Bank of America

Home Care – UR, Home Instead, Comforcare

Thanks to the partnership with Monroe County, MPower Healthcare launched MCC healthcare programs in 2019. To date, in continuation of MPower Healthcare and with additional collaborations with funding organizations such as FLPPS, SUNY, ESL, and Bank of America, MCC Healthcare Programs have served over 1650 students in entry level programs such as Home Health Aide, Certified Nurse Assistant Training & Development and upskill programs such as Advanced CNA, Clinical Bridge programs, and Medical Interpreter. In three short years, MCC has produced more than 1000 new healthcare workers and continues to support more than 150 students in advancing their careers to the next level. With supportive employers such as Monroe Community Hospital, URMCC, Highlands Living Center/at Brighton, and Friendly Home paying wages to more than 85% of our enrolled students throughout their training, MCC has achieved post-COVID completion and pass rates of 95%.

MCC also enjoys a renewing partnership with Monroe Community Hospital to train new CNAs.

URMC has been a clinical partner of the RN program for decades. They provide clinical placements for all courses in the program and allow all NUR 214 students to complete a clinical rotation at the Golisano Children’s Hospital. URMCC has offered support in identifying potential clinical adjunct faculty, job fairs, employment opportunities prior to graduation as student nurse patient care techs or through summer internships and they continually offer support to manage clinical placements and clinical faculty orientation.

Institutional supports: Finger Lakes Performing Provider System (FLPPS) grant to expand CNA and HHA regionally, State University of New York academic grants (SUNY High Needs Grant), Eastman Savings & Loan grant, Student supports: DreamKeepers, DWIGHT Food Cupboard, Rochester Works!, Mary Porcari Brady Foundation, Wolk Family, Frances Hubbard Schenck Scholarship, Hurlbut Nursing Scholarship, The Alvin F. and Ruth K Thiem Foundation Nursing Scholarship, Women’s Club of Webster Nursing Scholarship, The Messana Nursing Scholarship, The Jane L. Garr Endowed Nursing Scholarship, Jyoti and Mahendra Nanavati Endowed Scholarship, Margaret Wall Memorial Scholarship, Dawn and Jacques Lipson award for Nursing Excellence Endowment, Star Power Endowed Scholarship for Nursing Students, Christine Smith Memorial Endowed Scholarship, Daniel E. Lyons Nursing Scholarship, Juliane Marino Nursing Scholarship, MCC Alumni Nursing Endowed Scholarship, Sarah Bentivegna Endowed Scholarship, SNA Future Scholarship, Suzanne Jacobs Mc Kim Scholarship and the General Nursing Scholarship Fund. All community partners (hospitals and colleges) are welcome to host a table event to recruit students for employment and further education. The Nursing Office regularly receives advertisements for employment in the private and public sectors that are shared directly with students.

Audience The MCC Healthcare programs serve 99% Monroe County residents. Of this, 93% identify as black and/or Hispanic, 90% low-income, and 83% single parent. Healthcare provides an accessible on-ramp and the pathway program provides advancement opportunities for the future.

To be able to connect with members of this community MCC Nursing Faculty regularly work with MCC’s CSTEP and Upward Bound programs to speak with high school students from diverse backgrounds about careers in nursing. Faculty participate in homecoming, admitted student day, MCC Open House, and virtual (zoom) information sessions to speak about the nursing program. Faculty have participated in career fairs at Highland Hospital and spoken to students at Schools in the City of Rochester to be able to connect with students of disadvantaged backgrounds or members of the community who are working in non-professional roles who want to advance their careers.

Yes. In Phase 1 of the RN Expansion, students will need to pay lab fees, clinical placement fees, examsoft fees, UWorld fees, Evolve/HESI, uniform cost, stethoscope and blood pressure cuff, a laptop that meets requirements, textbooks, transportation, nursing supply bags and other associated college fees.

For Phase 2 of the expansion. MCC is requesting tuition to be covered. Students would still be responsible for additional fees. (MCC will seek private funding to assist.)

Students who are employed may apply for a Supplemental Wage benefit that would help replace wages in an MCC program. If the individual is not employed while in the training, the student could participate could be eligible for the Student success and completion stipends. (Wage and tuition assistance would be last-dollar; student stipends are awarded a various completion/achievement stages and if extreme need.)

Cost 1st Year	Cost All Years	Residents 1st Year	Residents All Years	FT Employees	PT Employees
\$2,806,752.00	\$13,842,085.00	510	2,080	16	1
Volunteers					
0					

Staffing See full descriptions in Organizational Chart:

8 – FT faculty members, MSN, BSN, RN.

3 – FT Academic Success Coach, MSN, BSN, RN

1 – Full-time Simulation Coordinator, MSN, BSN, RN.

1 – FT RN Project Coordinator – MSN preferred, BSN, RN - Assist in the development, planning, and implementation of the LPN-RN curriculum bridge program, assist with hiring, coordinate new faculty, coordinate and manage additional rental space and associated supplies and equipment needed, initiate use of EHRgo, purchase lab supplies, classroom and simulation.

1 – FT Secretary 1 – CSEA, schedules/registration of students, works with admissions on program eligibility, assist students with finding campus resources, manage budgets, order supplies, statistical reporting for accreditors, schedule CPR classes for students, ensure compliance with clinical requirements, manage clinical placements, maintain relationships with community partners, schedule of PAR's, etc.

1 – PT technical assistant – LPN or RN assists with scheduling of space, order supplies, set-up classrooms, labs, simulations. Allows students extended hours to access space for studying, skills practice and resources.

1 LPN Program Coordinator- Master's level Nurse Educator develops the Bridge programs.

1 FT Program Manager to manage award, outreach, recruitment, enrollment, retention, etc.