Minneapolis Community & Technical College (MCTC)  
Dean of Nursing and Allied Health

THE SEARCH

Organization and Position

Minneapolis Community & Technical College (MCTC) (http://www.minneapolis.edu), a member institution of the Minnesota State Colleges and Universities (MnSCU), is seeking a visionary academic nurse leader with demonstrated leadership and administrative experience to serve as Dean of Nursing and Allied Health. MCTC is a two-year college located in downtown Minneapolis, serving the diverse, multicultural communities of Minneapolis and St. Paul by providing comprehensive offerings of developmental, liberal arts, pre-professional, professional and technical programs. The Nursing and Allied Health unit includes the following:

- Addiction Counseling Program
- Central Services Technician (Sterile Instrument Processing) Program
- Community Health Worker Program
- Dental Assistant Program
- Dental Office Support Personnel Program
- Electroneurodiagnostic Technology Program
- Global Health and Healing
- Health
- Healthcare Core Curriculum (HCCC)
- Human Services Program
- Nursing Assistant/Home Health Aide Program
- Nursing (Practical and Professional levels) Program
- Phlebotomy Program
- Physical Education
- Polysomnographic Technology Program
Responsibilities of the Position

- Serve as leader, administrator and evaluator of the Nursing, and Allied Health Careers Programs and offerings.
- Supervise and evaluate Nursing and Allied Health personnel, and other personnel as assigned.
- Develop and/or administer budgets in areas of supervision.
- Serve as liaison between the Nursing and Allied Health programs and the College, surrounding community and community agencies, businesses and other groups, K-12, advisory committees, state and national groups.
- Supervise the faculty of the division, an office administrative assistant and other personnel as assigned.

Minimum Qualifications

- Master’s Degree in Nursing.
- Current Minnesota RN licensure or eligibility for licensure.
- Teaching at the higher education level.
- Leadership experience.
- Clinical nursing experience.

Preferred Qualifications

- Doctorate in Nursing, Educational Administration or related field.
- Demonstrated ability to work independently and to establish and maintain a high degree of personal and departmental integrity and openness with students, faculty and staff.
- Demonstrated skill in leadership, management, and supervision of personnel.
- Demonstrated skill in working effectively with personnel conflicts and concerns.
- Experience in developing, organizing and administering budgets.
- Demonstrated experience in curriculum review, staffing and scheduling.
- Creativity in areas of curriculum planning and development including experience in alternative formats of curriculum delivery.
- Experience in grant writing and administration.
- Demonstrated experience in active learning, undergraduate research and interdisciplinary programming.
- An effective communicator, who will listen, is open to new ideas/suggestions and responds in a timely way to faculty, students and staff with response to questions or concerns.
- Demonstrated ability to administer in a fair, thorough and thoughtful way.
- Demonstrated ability to seeking multiple ways in problem solving, an ability to deliver the “no” message
- Possesses a sense of humor.
- Ability to effectively organize time and complete diverse tasks.
- Interest in utilizing and supporting advanced technologies.
Other Special Requirements

- Evidence of a strong and clear commitment to and understanding of the diverse academic, socioeconomic, cultural, disability and ethnic backgrounds of community college students.
- Support program values of diversity and holism.
- Strong written and verbal communication skills.
- Ability to work in a fast-paced, changing, urban environment.
- Ability to travel overnight for professional meetings and attend or manage evening and weekend events.

TO APPLY

Applications and nominations will be reviewed by the Search Committee beginning immediately and will be accepted until the position is filled. Individuals from underrepresented groups are encouraged to apply. All inquiries, nominations, referrals, and materials will be maintained in strict confidence. Applications must be submitted electronically to the powerHR website\(^1\). Applications submitted by October 22, 2010, will receive priority consideration.

*The Hollander Group* has been engaged to assist in this recruitment and can be reached at:

*The Hollander Group*
*Info@thehollandergroup.net*
*Phone: 202-486-9097*

*Minneapolis Community & Technical College is an Affirmative Action/Equal Opportunity Employer*

\(^1\) To apply go to [http://hr.powerobjects.com/hr/minneapolis.jsp](http://hr.powerobjects.com/hr/minneapolis.jsp). The browsers supported by powerHR are Firefox for MAC and Internet Explorer for PC.
ABOUT THE MCTC NURSING AND ALLIED HEALTH PROGRAMS

More detailed program information can be gained by going to www.minneapolis.edu ⇒ click on Career Programs and follow the link to the program of choice OR by clicking on College Catalog ⇒ download the 2010-11 MCTC College Catalog and peruse the program pages and/or course descriptions.

Nursing Program

Practical Nursing (P.N.) Diploma and Nursing Mobility Program Option A: Associate in Science Degree in Nursing (A.S.D.N.) Program

The Nursing Program at Minneapolis Community and Technical College (MCTC) is a selective admission program that provides admitted students with the opportunity to pursue an education in nursing. The curriculum follows a leveled, four semester sequence that allows students in the program to continue through one or both years of the two year program on either a full- or part-time basis. This approach allows students to better balance work and life demands with the significant demands posed by nursing program curricula. Students in the program will have the option to earn a Diploma in Practical Nursing (P.N.) after successful completion of the first two semesters of the program. Students may then graduate and exit the program or continue into the second year of the program curriculum (Option A) and, upon successful completion of all four semesters, be eligible to earn an Associate in Science Degree in Nursing. Students who successfully complete the A.S.D.N. degree and graduate can then apply for admittance to other colleges and universities to earn a Bachelor of Science in Nursing degree (B.S.N.). MCTC is a signatory to the Minnesota State Colleges Statewide Program Transfer Agreement, which many private institutions’ B.S.N. programs also honor, which permits A.S.D.N. graduates to matriculate at junior/third year status in participating B.S.N. programs.

After satisfactorily completing the Practical Nursing Diploma and/or Associate in Science (A.S.) in Nursing Program degree requirements at MCTC, graduates are eligible to apply to take the National Council Licensure Exam – (NCLEX) P.N. and/or R.N. Authorization to take this exam comes from the Minnesota State Board of Nursing as a result of the graduate’s application to the Board for licensure as a P.N. and/or R.N. After passing the exam(s), students are eligible to apply for licensure in all states.

Appendix A contains a description of distinguishing factors that set the MCTC Nursing and Allied Health programs apart from those offered elsewhere.
Nursing Mobility Associate in Science Degree in Nursing (A.S.D.N) Program **Option B:** for Licensed Practical Nurses

The Nursing Mobility Program **Option B** enables someone who is currently a licensed practical nurse, to earn an Associate in Science Degree in Nursing (A.S.D.N.) upon completion of two transition courses and semesters three and four of the MCTC Nursing Program.

After satisfactorily completing the requirements for the A.S.D.N., graduates are eligible to apply to take the National Council Licensure Exam (NCLEX)–R.N. Authorization to take this exam comes from the Minnesota State Board of Nursing as a result of the graduate’s application to the Board for licensure as a R.N. After passing the exam, students are eligible to apply for licensure in all states.

**Nursing Program Faculty**

The Nursing program faculty at MCTC consists of fifteen full-time, three temporary full-time, six part-time and two phased/annuitant retirees who are assigned part-time.

**Nursing Program Students**

There were 356 individual students enrolled in Nursing courses at MCTC in fiscal year 2010, equaling 160.20 student FYE.

**Nursing Program Accreditation**

The Nursing Programs (Options A and B) are approved by the Minnesota Board of Nursing [www.nursingboard.state.mn.us](http://www.nursingboard.state.mn.us) and accredited by the National League for Nursing Accrediting Commission (3343 Peachtree Rd. NE, Suite 500, Atlanta, GA 30326 (404/975-5000) [www.nlnac.org](http://www.nlnac.org)).
Healthcare Core Curriculum (HCCC)

Healthcare careers are varied and many. The Healthcare Core Curriculum (HCCC) is a standardized, Minnesota State Colleges and Universities (MnSCU)-approved curriculum that serves as a pathway in health education which permits students to explore healthcare career options, provides basic knowledge and skills applicable to a wide range healthcare and human services settings, and develops an awareness of workplace expectations.

Students may take HCCC courses as a prerequisite to a program major (as is required by the following MCTC majors: Dental Office Support Personnel, Central Services Technician and Phlebotomy), or to explore the suitability of pursuing a healthcare career major.

The Healthcare Core Curriculum is composed of eight modules which provide basic knowledge and skills in the following areas:

- Healthcare career opportunities (an overview)
- Roles of health care workers
- Licensure or credentialing requirements
- Behaviors suitable for the workplace
- Employer expectations
- Effective communication skills
- Respect for the diversity of staff and clients
- Awareness of client needs
- Legal and ethical implications in healthcare settings
- Safety issues in the workplace
- Medical terminology

Healthcare Core Curriculum Faculty

The Healthcare Core Curriculum at MCTC is taught by three faculty who also teach in three different programs (i.e., Nursing, Nursing Assistant/Home Health Aide, Dental Assistant).

Healthcare Core Curriculum Students

The equivalent of approximately 30 student FYE (900 registered credits) are enrolled in the Healthcare Core Curriculum at MCTC each year.

Healthcare Core Curriculum Approval/Accreditation

The Healthcare Core Curriculum is a MnSCU-developed and approved curriculum.
Addiction Counseling Program

MCTC's Addiction Counseling Program, the oldest in the state of Minnesota prepares graduates with the special counseling and interpersonal skills needed to work with individuals troubled by alcohol and drug abuse. The Program is taught by faculty with many years of clinical experience and teaches students how to counsel individuals as well as groups, highlighting different techniques and emphasizing the importance of interpersonal and cross-cultural communications. The coursework covers the history of alcohol and drug counseling, pharmacology, assessment, counseling theories, skills, and case management responsibilities. The student learns how to effectively assess and diagnose clients' individual needs, manage their cases for the best results, keep accurate reports and records, and determine when referral or intervention is necessary. Extensive direct training and experience is provided via the many internships available at alcohol-and drug-specific agencies, together with close monitoring by faculty members serving as internship supervisors. Students spend 880 hours in internship placements following successful completion of on-campus theory coursework.

The Addiction Counseling Program prepares students for temporary Minnesota Alcohol and Drug Counselor licensure while completing a baccalaureate degree which is required for permanent licensure (currently, any baccalaureate major is acceptable). MCTC also has an articulation agreement with Metropolitan State University (MSU) whereby students can complete baccalaureate level education in the field. MSU coursework is offered at the MCTC campus location.

Addiction Counseling Program Awards

- Associate in Science Degree in Addiction Counseling
- Diploma in Addiction Counseling (for students who already hold a baccalaureate degree)

Addiction Counseling Program Faculty

The Addiction Counseling program at MCTC is taught by two full-time and three part-time faculty.

Addiction Counseling Program Students

There were 304 individual students enrolled in the Addiction Counseling program at MCTC in fiscal year 2010, equaling 69.80 student FYE.
Dental Assistant Program

MCTC's Dental Assistant Diploma program is a one-year evening program for individuals employed in a dental office who wish to become certified and registered dental assistants (CDA, RDA). Students who have completed the Dental Office Support Personnel Certificate are also eligible for enrollment in the diploma program.

As part of a dental team, the dental assistant is an important communication link between the dentist and patient. The dental assistant interacts with a wide variety of patients under sometimes stressful situations. The program increases the student’s knowledge to work chair-side with the dentist and patients, perform a variety of patient care functions, provide assistance within the business office, and/or complete laboratory duties.

The curriculum in the dental assistant program may expose students to hazardous materials, radiation and/or infectious diseases. Students will be provided with information through education and program policies to protect themselves and their patients from harm.

Dental Assistant Program Awards

- Dental Office Support Personnel Certificate
- Dental Assistant Diploma
- Expanded Functions Certificate

Dental Assistant Program Faculty

The Dental Assistant Program at MCTC is taught by one full-time and three part-time faculty.

Dental Assistant Program Students

There were 85 individual students enrolled in the Dental Assistant program at MCTC in fiscal year 2010, equaling 45.50 student FYE.

Dental Assistant Program Approval/Accreditation

The Dental Assistant program is accredited by the Commission on Dental Accreditation of the American Dental Association and approved by the Minnesota Board of Dentistry.
Polysomnographic Technology Program

In the MCTC Polysomnographic Technology program students learn the skills needed to perform quality sleep studies in comprehensive sleep centers. This occupation is an emerging occupation in the field of healthcare.

Knowledge of major sleep disorders and interventions used to assist patients in achieving more healthful sleep is the basis of this field of study. Polysomnographic technologists work with a variety of equipment while performing diagnostic sleep studies and interventions with patients.

Polysomnographic Technology Program Award

- Associate in Applied Science Degree in Polysomnographic Technology

Polysomnographic Technology Program Faculty

The Polysomnographic Technology program at MCTC is taught by two part-time faculty.

Polysomnographic Technology Program Students

There were 41 individual students enrolled in the Polysomnographic Technology program at MCTC in fiscal year 2010, equaling 11.80 student FYE.

Polysomnographic Technology Program Approval/Accreditation

The Polysomnographic Technology program is accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP).
Central Services Technician (Sterile Instrument Processing) Program

This certificate program prepares students for entry-level work in a healthcare setting sterilizing instruments and working with medical and surgical equipment and supplies. The program course builds upon knowledge learned in the Healthcare Core Curriculum. Foundational anatomy and physiology and basic principles of microbiology are presented. Course competencies include decontamination, preparation and packaging for sterilization, sterilization processes, and sterile storage. Basic surgical instrumentation and medical terminology that is necessary for this area of employment is also presented. Instruction includes campus classroom, lab and hospital-based internship settings. Through the on-campus and intern practicum experience, the student becomes familiar with the central services of a hospital. The focus of the program coursework is to provide the student with comprehensive skills to perform competently and safely as a central services technician. The student has hands-on practice sessions to develop the skills and techniques required in performing various activities in the central services areas prior to internship placement where skills are further enhanced and efficiency is developed.

Central Services Technician Program Award

- Central Services Technician Certificate

Central Services Technician Program Faculty

The Central Services Technician program at MCTC is taught by one part-time faculty.

Central Services Technician Program Students

There were 48 individual students enrolled in the Central Services Technician program at MCTC in fiscal year 2010, equaling 7.80 student FYE.
Electroneurodiagnostic Technology Program

MCTC's Electroneurodiagnostic Technology (ENDT) program provides students with the skills needed to work with a variety of equipment to perform diagnostic neurological studies and tests. After the third semester of coursework is completed, students will receive the diploma and can work in this field. After completion of the two-year Associate in Applied Science Degree, students will be qualified for more complex responsibilities in the work environment.

The student learns the skills needed to perform quality electroencephalograms, evoked potentials, nerve conduction studies, and have a foundational understanding of intraoperative monitoring in hospitals and neurology clinics.

This is an evolving occupation in the field of healthcare. ENDT graduates work in hospitals and neurology clinics around the country.

Knowledge of seizure disorders, neurological disorders, and operating room skills is the basis of the field study. ENDTs work with a variety of equipment to perform diagnostic neurological studies.

Electroneurodiagnostic Technology Program Awards

- Diploma in Electroneurodiagnostic Technology
- Associate in Applied Science Degree in Electroneurodiagnostic Technology

Electroneurodiagnostic Technology Program Faculty

The Electroneurodiagnostic Technology program at MCTC is taught by three part-time faculty.

Electroneurodiagnostic Technology Program Students

There were 35 individual students enrolled in the Electroneurodiagnostic Technology program at MCTC in fiscal year 2010, equaling 15.90 student FYE.

Electroneurodiagnostic Technology Program Approval/Accreditation

The Electroneurodiagnostic Technology program is accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP).
Nursing Assistant/Home Health Aide Program

MCTC's Nursing Assistant/Home Health Aide course will prepare the student to perform routine healthcare tasks for individuals of various ages and health conditions.

The coursework covers physical, emotional, social and spiritual human needs; health and illness; death and dying; and resident, patient and client rights. The student also will learn behavior management, infection control, and the importance of being a responsible and dependable member of the healthcare team.

Students receive training in basic nursing skills (e.g., bathing, dressing, grooming, exercising, toileting) and learn how to check and monitor vital signs (blood pressure, temperature, pulse, respiration). Students apply the skills learned in the program during laboratory exercises and in the clinical setting while caring for residents in long-term care facilities.

Nursing Assistant/Home Health Aide Program Award

- Nursing Assistant/Home Health Aide Certificate

Nursing Assistant/Home Health Aide Program Faculty

The Nursing Assistant/Home Health Aide program at MCTC is taught by two full-time and three to four part-time faculty.

Nursing Assistant/Home Health Aide Program Students

There were 449 individual students enrolled in the Nursing Assistant/Home Health Aide program at MCTC in fiscal year 2010, equaling 15.50 student FYE.

Nursing Assistant/Home Health Aide Program Approval/Accreditation

The Nursing Assistant/Home Health Aide program is approved by the Minnesota Department of Health.
Community Health Worker Program

MCTC's Community Health Worker program prepares students to enter employment in a variety of organizations. Community health workers perform a broad range of health-related functions and play an important role in bridging the gap between cultures and healthcare systems. These individuals work with healthcare organizations to increase cultural competence, improve access to healthcare for racial and ethnic minorities, improve the quality of care for chronically ill people, promote healthy communities, and educate families about access to and use of healthcare coverage.

Students learn the six basic core competencies appropriate to job placement.

The 11-credit CMHW Certificate curriculum provide a blend of classroom and field-based learning to create an effective training environment for students interested in becoming Community Health Workers. CMHWs understand and can act as a culture link between their own community and systems of care. CMHWs perform basic health advising, health promotion, and link community members to health and social service systems.

Community Health Worker Program Award

- Community Health Worker Certificate

Community Health Worker Program Faculty

The Community Health Worker program at MCTC is taught by two part-time faculty.

Community Health Worker Program Students

There were 16 students are enrolled in the Community Health Worker program at MCTC in fiscal year 2010, equaling 5.30 student FYE.

Community Health Worker Program Approval/Accreditation

The Community Health Worker program is a MnSCU-developed and approved curriculum.
Phlebotomy Program

In this program the student learns the role and functions of the phlebotomist and has the opportunity to learn the comprehensive skills necessary to perform venipunctures efficiently and safely. Students become familiar to all aspects related to the blood collection process. Lectures include medical terminology, anatomy and physiology, blood collection procedures, communication skills and professionalism. Students practice skills in the on-campus lab using both models and humans in a clinical internship in a hospital or clinic.

Phlebotomy Program Award

- Phlebotomy Certificate

Phlebotomy Program Faculty

The Phlebotomy program at MCTC is taught by one part-time faculty.

Phlebotomy Program Students

There were 22 individual students enrolled in the Phlebotomy program at MCTC in fiscal year 2010, equaling 3.20 student FYE.

Phlebotomy Program Accreditation

The Phlebotomy program is currently in the process of seeking program approval by the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) and has submitted all of the materials and the self-study required for accreditation consideration. Currently NAACLS has assigned the program “serious applicant status” pending final action on the application for accreditation.
Human Services Program

MCTC’s Human Services program prepares students to work in community settings to assist and advocate for people who face economic, social, emotional, or developmental challenges and barriers. The program integrates theory and skills practice and emphasizes peer interaction and group learning projects. Students have the opportunity to take advantage of a variety of courses that focus on the history of the human services field, social policy, multicultural factors, system change and advocacy. Throughout the program, students get to know and work with faculty and other students who want to make a difference in people’s lives. Experienced instructors teach students interviewing, basic case management, and group skills using lecture, role play, and media feedback. A supervised, semester-long community service internship gives students opportunity to put their skills to work in practice and gain valuable experience in the field. Many graduates transfer to bachelor’s degree programs. MCTC has an articulation agreement with Metropolitan State University. Graduates of the Human Services program work in family outreach and advocacy programs, residential and community youth service organizations, nonprofit and government social service agencies, school and educational settings, group homes, community centers, culturally focused service agencies, and housing resource programs.

Human Services Program Awards

- Diploma in Human Services
- Associate in Science Degree in Human Services

Human Services Program Faculty

The Human Services program at MCTC is taught by two full-time and two part-time faculty.

Human Services Program Students

There were 236 individual students enrolled in the Addiction Counseling program at MCTC in fiscal year 2010, equaling 65.80 student FYE.
ABOUT MINNEAPOLIS COMMUNITY & TECHNICAL COLLEGE (MCTC)

City and Place

Minneapolis Community and Technical College (MCTC) is a public two-year college located in the heart of downtown Minneapolis. MCTC serves over 14,500 credit students annually and is an active partner in initiatives designed to strengthen the social, economic and cultural vitality of the Twin Cities metropolitan area.

Created in 1996, under the umbrella of the Minnesota State Colleges and Universities (MnSCU) system, MCTC is the result of the merger of two institutions: a technical college with a long history of vocational education dating back to 1914 and an open-enrollment community college established in 1965. Currently, the spacious campus covers 21.6 acres of land and a recent expansion includes a new Science Center.

Vision and Mission

MCTC’s vision is to be an institution that transforms the community by educating students who are globally aware, engaged citizens, skillful at their work and lifelong learners.

The college mission is to make individual dreams achievable by providing access to learning opportunities that prepare students to live and work in a democratic society within a global community. The College fulfills this mission through:

- General education
- Liberal education
- Technical education
- Baccalaureate transfer education
- Workforce development
- Developmental education
- English language learning
- Continuing education

Academic Programs

MCTC students are prepared for high demand jobs or for transfer into four-year colleges. The College's career and technical programs, offered across a broad spectrum of disciplines, culminate with certificates, diplomas, and associate degrees. General education is an integral part of all programs. The liberal arts disciplines prepare students for transfer through the Minnesota Transfer Curriculum (MnTC) and transfer associate degrees.

Online courses and programs provide flexibility for full time, part time and adult students. Smart classrooms enhance the learning experience through the use of the latest technology. The year-round day and evening classes include continuing education and training programs for professionals and community members.

3 For more information see http://accountability.minneapolis.edu/mctcprofileandfastfacts.
MCTC has an extensive student support system that includes counseling and advising services, disability services, course selection and degree planning services, career development services, multicultural student services and international student services. In addition, MCTC's five TRiO programs are designed to serve and assist low-income, first-generation college and disabled students to help them progress through the academic pipeline from middle school to post baccalaureate programs.

**Students**

For the academic year 2009-10, more than 45 percent of MCTC students were persons of color, 54 percent were female and 43 percent were low income (see [MCTC Fast Facts](#)). The College reflects and embraces the growing diversity of the Twin Cities' region, is an economic driver for current and future workforce needs of area employers, and adds to the economy by educating and training individuals for better-paying jobs.

In 2006, MCTC began a key initiative, the **Power of YOU**, to improve post-secondary education access for local students. The Power of YOU is a collaboration between MCTC, Saint Paul College, Metropolitan State University, non-profit organizations, private foundations, private companies, school districts and community-based organizations. This joint effort opens the doors to a college education for all Minneapolis and St. Paul high school students by providing free college tuition and student support services.

**Community Partners and Public Support**

Partners are a key link in MCTC's efforts to provide a skilled workforce to employers. Business representatives, non-profit organizations, community-based organizations, school districts and individuals provide insight and knowledge that ensure that educational offerings meet the needs of the community and successfully prepare students.

Public support for Minneapolis Community and Technical College is an important investment in the future. The students who graduate from the college become the business owners, teachers, nurses, graphic designers, trades professionals, lab technicians, computer programmers, social workers and accountants that serve the community.

The Minneapolis and Technical College Foundation was formed as a 501(c)(3) non-profit corporation in 1977 to raise funds to serve students and the College. A comprehensive listing of partnerships, endorsements and collaborations can be found on the MCTC Foundation's website ([http://www.mctcfoundation.org](http://www.mctcfoundation.org)).

*MCTC is accredited by the Higher Learning Commission of the North Central Association of Colleges (30 North LaSalle St. Suite 2400, Chicago, IL 60602-2504, Phone: 800-621-7440 / 312-263-0456), and is an Academic Quality Improvement Program (AQIP) Institution.*
APPENDIX A: Key Factors that Set the MCTC Nursing and Allied Health Programs Apart from Other Programs

1) The exceptional diversity of the students enrolled in nursing and allied health establishes MCTC’s uniqueness. Diversity includes ethnicity, age, gender equity, diverse language proficiency, and life experiences prior to enrollment.

More than 80 languages spoken at the college. Many nursing students are ELL students. MCTC students are very culturally diverse...many of them just arriving in the United States. Their first step is to become a nursing assistant and eventually pursue a nursing career. The money they earn as a nursing assistant (NA) is frequently sent to their family in their native country. Many of the Healthcare Core Curriculum (HCCC) students share incredible stories with in their individual courses. Experiences one can only imagine; witnessing loved ones dying because of drug deals, abuse at the hands of their native government, and drinking water out a filthy river that they also use for washing clothes and personal cares, and the list goes on. MCTC students express the joy of being in a free country where they can have an open discussion with their classmates and their instructor without any repercussions. When they hear that the classroom is a safe place, they are amazed.

2) The faculty is strongly committed to continuation of their roles in practice. Practice settings that employ MCTC faculty include hospitals, home care, and clinics.

One faculty member has been a nurse for 44 years and has taught at MCTC for almost 23 years where she has not only grown as a nurse but as a person. She continues to be very grateful for that opportunity to serve the students at MCTC. She is really representative of many of our faculty. Many stay as adjunct faculty, CE/CT faculty, or other roles at the college well beyond retirement because of their commitment to the college and students.

3) Students have the option of taking the required CAM/Transcultural course based on their particular areas of interest. The courses that satisfy this requirement are: Complementary Therapies, Transcultural Nursing, Diverse Healing Traditions, or the Nursing Trip to China. All of these courses augment the students’ grasp of the needs of a culturally diverse community.

4) MCTC has a number of unique allied health programs, many which are not taught at any other college. Some examples are ENDT (one of 16 CAAHEP-accredited associate degree programs nationally. One of two accredited associate degree programs in MN), PSOM (one of 11 CAAHEP-accredited associate degree programs nationally. No other accredited program in MN) and one of the two Dental Assistant tracks is a p.m. track exclusively for persons already employed in a dental office which permits employment mobility. Each of the Nursing and Allied Health programs has been accredited within its respective field and/or approved by the State to teach its respective content.
With this unique nursing curriculum, students are provided with three potential exit points (medication assistant after semester 1, practical nursing after semester 2, professional nursing after semester 4) so those who enter the professional component of the program and who are not successful there (~9% of students admitted to the nursing program) still have a credential which provides employment opportunity. MN Board of Nursing approved and NLN accredited programs.

Several "short programs" in Allied Health permit early employment: Central Services Technician (10 credits in courses taken over 1 semester), Phlebotomy (16 credits in courses taken over 2 semesters), Dental Office Support Personnel (17 credits with progression into the Dental Assistant program), and Community Health Worker (11 credits in courses taken over 1 semester).

There is also "shared" curriculum in areas, such as Community Healthcare Worker and the Healthcare Core Curriculum courses and also curriculum in terms of its focus on cultural diversity/cultural competence and holistic care.

MCTC is also in the process of adding a BSN completion program, partnering with Augsburg College.

5) Nursing students are held to the highest standards of excellence established by the National League for Nursing (NLN), the MN Board of Nursing, and NCLEX. MCTC’s student NCLEX scores are above the national average.

When they graduate from our program they know they have met the highest standard and feel ready to practice as entry level nurses. This level of excellence is recognized throughout the community where MCTC graduates are respected and frequently interviewed before graduates from other colleges.

6) At MCTC nursing and dental care are more than simply jobs. Graduate from this college also learn that people who have advanced education contribute back to their community in one way or another. Some students plan to return to their countries to establish AIDS clinics, or work here within their diverse community to improve health, and some even hope to return one day as a nurse educator!

The Acute Care NA students are thrilled to be on their way to a career in nursing but many of them were in the medical field before they left their own country and have dreams that one day they will be able to return to that field in the US or go home to care for their citizens. It is incredible to ask students who obviously have a great knowledge of medicine, what they did in their country before they fled and find out that one was a pediatric neurologist and another practiced as a cardiologist.