

**Coordinating Commission for Postsecondary Education
Review of Existing Instructional Programs**

Institution: Central Community College **Program:** Nursing

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution’s governing board on **May 21, 2026**
- the governing board’s action was: **Approved - pending**

Signed: _____
(Chief Academic Officer or designated representative)

(Date)

Evidence of Demand and Efficiency

		20-21	21-22	22-23	23-24	24-25	5 yr avg*
Student Credit Hours (SCH)		2956	3253	2212	2842	3409	2934.40
Faculty Full-time Equivalency (FTE)		28.43	19.55	18.74	20.28	18.72	21.14
SCH/Faculty FTE		103.97	166.39	118.04	140.14	182.10	138.81
Number of Degrees and Awards <i>(list degrees/ awards separately)</i>	ADN	55	79	46	60	66	61.20
	LPN	70	52	50	74	95	68.20
	Certificate						
	Total Awards	125	131	96	134	161	129.40

*By term analysis combined to conduct an annual review. Numbers reported reflect 3 negotiated contract periods (FA17-SU20, FA20-SU22, FA22-SU25). Numbers for 22-23 and 23-24 FTE reflect updated tracking method for part-time instructors.

Evidence of Need (provide a detailed explanation below or attach documentation)

Justification if the program is below either of the CCPE thresholds—complete page 2

For CCPE use: reviewer/date

Justification if the program is below CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

Program is critical to the role and mission of the institution (detailed explanation).

Program contains courses supporting general education or other programs (detailed explanation).

Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

Program provides unique access to an underserved population or geographical area (explain).

Program meets a unique need in the region, state, or nation (explain).

The Nursing Education program is a workforce pipeline to the communities served as demonstrated by the Job Summary Data. Central Community College places 134 nurses in the 25-county area compared to 58 from the next local nursing program.

Program is newly approved within the last five years (no additional justification needed).

Other (detailed explanation).

The Nursing Education program meets the CCPE threshold for credentials awarded. However, it does not meet the CCPE threshold for FTEF. The State Board of Nursing requirements are that there be 8-10 students per clinical group, which decreases the number of credit hours per faculty member.

The program has a dedicated classroom at the new UNMC Rural Health Education Center in Kearney. This had allowed CCC to expand enrollment from 30 to 40 students at the Kearney location beginning in Fall 2026.



Nursing

Coordinating Commission Seven-Year Review 2026

Information in this report reviewed and recommended to cabinet:

Central Community College Educational Services, 04/23/2026

Recommended continuation of programs without monitoring:

Central Community College College Cabinet, 05/07/2026

Central Community College Board of Governors, 05/21/2026-PENDING

Program Instructors

**Terri Bossow, Marcia Donley, Blaire Dreessen,
Brenda Eller, Abbey Fox, Carol Fuchser,
Bethany Gifford, Holly Goodell, Maureen Horne,
Ross Huxoll, Allison Kleier, Theresa Martinez,
Amanda Rooker, Erica Sheldon, Meredith Smith,
Marie White, Bryce Zavadil, Katy Zavadil**

Dr. Pamela Bales - Dean of Instruction, Nursing
Dr. Marcie Kemnitz - Division Vice President, Health Sciences

Nursing Program

Program Review Summary – Dr. Pamela Bales

The nursing program has demonstrated over the years to be a solid program. The data reflects this strength from greater than 90% completion rates, increased fall to fall retention, increased enrollment and high number of awards delivered to diploma and degree candidates. The program exceeds the CCPE benchmark for awards at 170.33 awards for the five-year average. However, the program does fall short with student credits/faculty FTE which does not meet the CCPE minimum standard. The program will have difficulty in meeting the required metric as relates to the number of students allowed in a clinical rotation per the State Board of Nursing.

The nursing program is a workforce pipeline to the communities served as demonstrated by the Job Summary Data. Central Community College places 134 nurses in the 25-county area compared to 58 from the next local nursing program. Faculty serving in the role of nursing instructors are highly dedicated to students, which is noted in the data. Retention and completion rates are impressive because of the diligent work from the faculty to ensure the program offers a rigorous curriculum that has supportive strategies built in to help students persist. Nonetheless, there is always room for improvement. Employers note that new graduates struggle with recognizing changes in assessments, difficulty with communication to other providers, and provide care impacting outcomes of patients. Many of these identified concerns will diminish over time with experience. Yet the program takes this information to find ways to improve student performance in the patient care area through layering simulated scenarios to capture real-life experiences or adding case studies to encourage and build on existing problem-solving, logical reasoning, and critical thinking skills.

A new initiative to take place in the academic year 2026-2027 will have students observing their own actions in the simulated or skills area. Self-reflection will help students understand their own behaviors, actions, and decision-making, thereby improving timeliness, management, and performance in providing care. The program is poised to continue helping communities and student success by providing a well-thought-out curriculum that leads to graduating competent and safe nurses.

Program: Nursing

I. College Mission: Central Community College maximizes student and community success.

II. College Vision:

CCC's vision is to be a leader through measuring:

- Student success in reaching their educational goals through a quality education led by dedicated faculty and staff, resulting in career opportunities, credit transfers, continued education, and a positive return on investment for students and the community.
- Preparation of a skilled workforce through expanded work-based learning partnerships and entrepreneurship opportunities, while utilizing modern facilities, technologies, and alumni engagement.
- Partnerships with public and private entities to develop innovative solutions that address the evolving needs of current and future residents and our communities.

III. Program Mission Statement:

The Nursing Program aligns to the college mission statement of Maximizing Student and Community Success.

Labor Market Data

Labor market data is provided by Lightcast, which shows which jobs, skills, and education are in demand in CCC's service area, Nebraska, and nationally. It pulls information from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics, and is enriched with data from online social profiles, resumes, and job postings to provide a complete view of the workforce.

Report Parameters: 2026 to 2031 Forecast

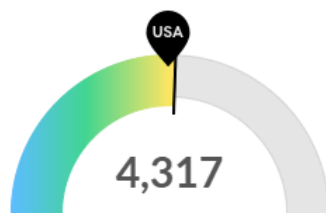
Lightcast Q4 2025 Data Set

NURS Occupations:

SOC Code	SOC Title	SOC Definition
29-1141	Registered Nurses	Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes "Nurse Anesthetists" (29-1151), "Nurse Midwives" (29-1161), and "Nurse Practitioners" (29-1171).
29-2061	Licensed Practical and Licensed Vocational Nurses	Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.

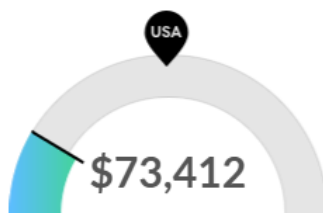
Job Demand Summary

Aggressive Job Posting Demand Over an Average Supply of Regional Jobs



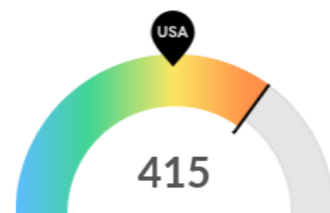
Jobs (2026)

Your area is about average for this kind of job. The national average for an area this size is 4,175* employees, while there are 4,317 here.



Compensation

Earnings are low in your area. The national median salary for your occupations is \$88,202, compared to \$73,412 here.



Job Posting Demand

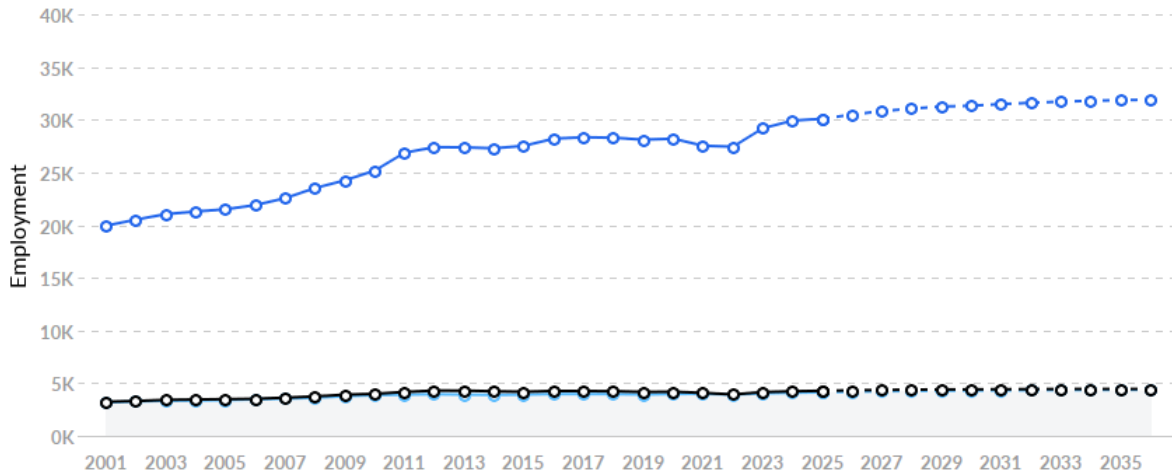
Job posting activity is high in your area. The national average for an area this size is 238* job postings/mo, while there are 415 here.

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Jobs Forecast

Regional Employment Is About Equal to the National Average

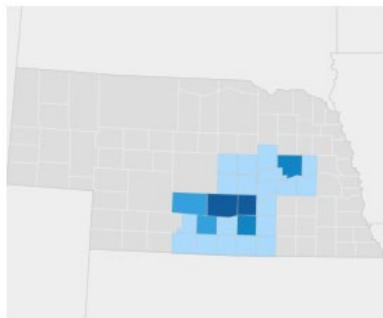
An average area of this size typically has 4,175* jobs, while there are 4,317 here.



Region	2026 Jobs	2031 Jobs	Change	% Change
● CCC Service Area	4,317	4,420	103	2.4%
● National Average	4,175	4,308	134	3.2%
● Nebraska	30,491	31,475	983	3.2%

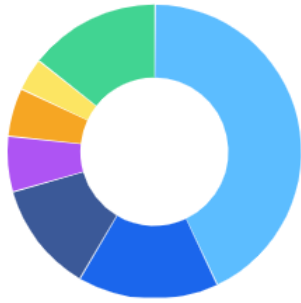
*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Regional Breakdown



County	2026 Jobs
Buffalo County, NE	922
Hall County, NE	916
Adams County, NE	531
Platte County, NE	441
Dawson County, NE	255

Most Jobs are Found in the General Medical and Surgical Hospitals Industry Sector

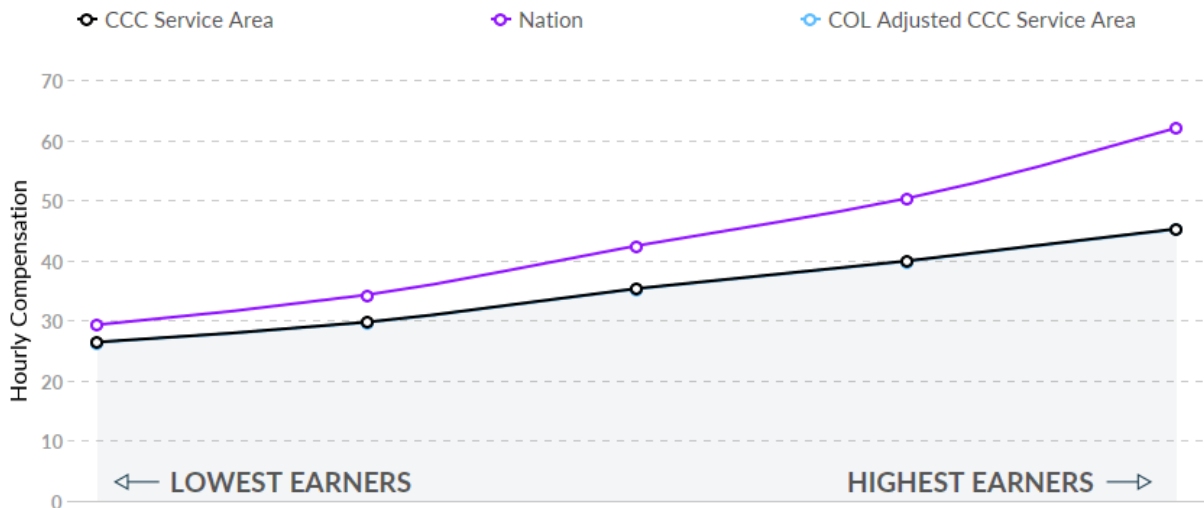


Industry	% of Occupation in Industry (2026)
General Medical and Surgical Hospitals	42.9%
Education and Hospitals (Local Government)	15.5%
Nursing Care Facilities (Skilled Nursing Facilities)	12.1%
Offices of Physicians	6.1%
Outpatient Care Centers	5.3%
Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	3.6%
Other	14.5%

Compensation

Regional Compensation Is 17% Lower Than National Compensation

For your occupations, the 2024 median wage in your area is \$35.29/hr, while the national median wage is \$42.40/hr.



Job Posting Activity



415 Unique Job Postings

The number of unique postings for this job from Jan 2026 to Jan 2026.



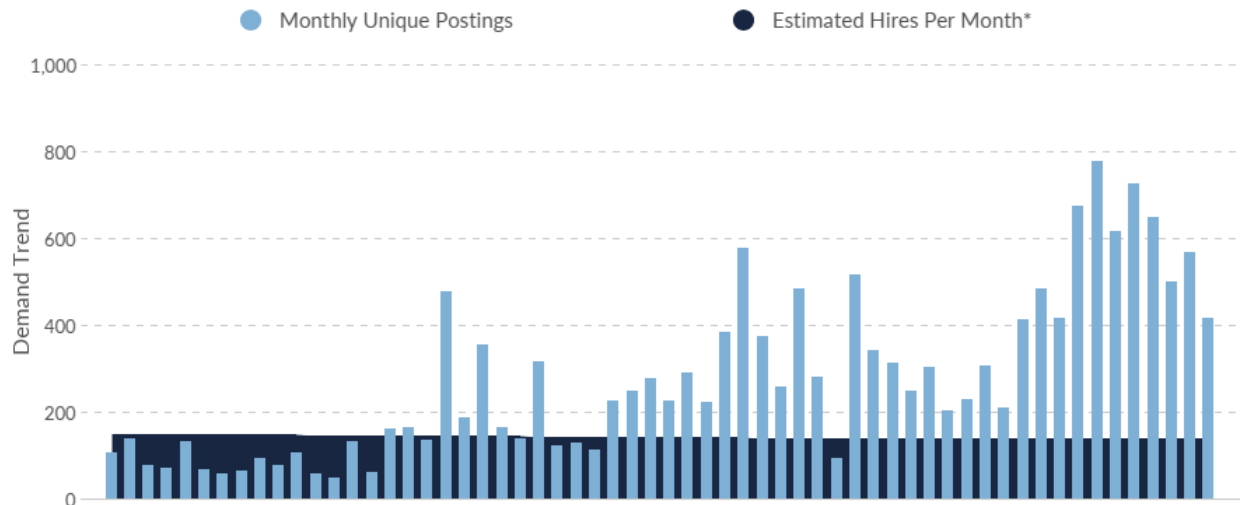
95 Companies Posting

All employers in the region who posted for this job from Jan 2026 to Jan 2026.



10 Day Median Duration

Posting duration is the same as what's typical in the region.



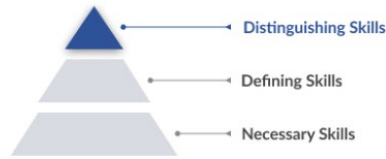
Occupation	Avg Monthly Postings (Jan 2026)	Avg Monthly Hires (Jan 2026)
Registered Nurses	323	93
Licensed Practical and Licensed Vocational Nurses	92	46

*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies	Unique Postings	Top Job Titles	Unique Postings
Good Samaritan	73	Licensed Practical Nurses	36
Triage Staffing	29	Registered Nurses	33
Soliant Health	20	Long Term Care Registered Nu	26
Medical Solutions	13	Operating Room Registered N	18
MedPro Healthcare Staffing	10	Labor and Delivery Registered	17
Molina Healthcare	10	Medical Surgical Travel Regist	17
Trusted Health	10	Travel Licensed Practical Nurs	15
CommonSpirit Health	9	Medical Surgical Registered N	14
Fusion Medical Staffing	9	Step Down Registered Nurses	12
Gqr	9	Registered Nurses/Licensed P	11

Top Distinguishing Skills By Demand

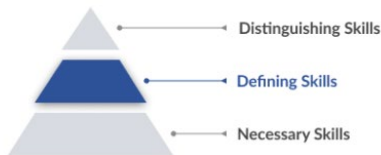
An occupation's Distinguishing Skills are the advanced skills that are called for occasionally. An employee with these skills is likely more specialized and able to differentiate themselves from others in the same role.



Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Licensed Practical Nurse (LPN)	✘	115	+15.8%	Growing
Treatment Planning	✘	66	+6.7%	Stable
Intravenous Therapy	✘	62	+13.0%	Growing
Clinical Experience	✘	60	+9.4%	Growing
Long-Term Care	✘	58	+13.8%	Growing
Progressive Care Unit	✔	36	+17.2%	Growing
Vital Signs	✘	33	+17.2%	Growing
Infection Control	✘	33	+17.1%	Growing
Electronic Medical Record	✘	31	+12.1%	Growing
Nursing Interventions Classification	✘	25	+18.2%	Growing

Top Defining Skills By Demand

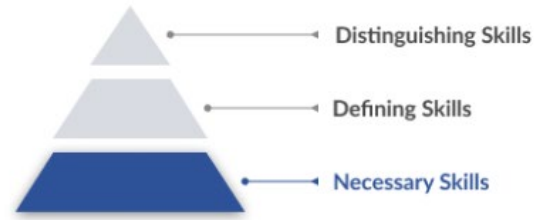
An occupation's Defining Skills represent the day-to-day tasks and responsibilities of the job. An employee needs these skills to qualify for and perform successfully in this occupation.



Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Registered Nurse (RN)	✘	288	+18.1%	Growing
Nursing	✘	218	+20.1%	Rapidly Growing
Licensed Practical Nurse (LPN)	✘	115	+15.8%	Growing
Medication Administration	✘	107	+14.3%	Growing
Basic Life Support (BLS) Certification	✘	98	+13.9%	Growing
Nursing Care	✘	89	+19.1%	Growing
Advanced Cardiovascular Life Support (ACLS) Certification	✘	62	+12.3%	Growing
Intravenous Therapy	✘	62	+13.0%	Growing
Long-Term Care	✘	58	+13.8%	Growing
Care Coordination	✘	48	+15.6%	Growing

Top Necessary Skills By Demand

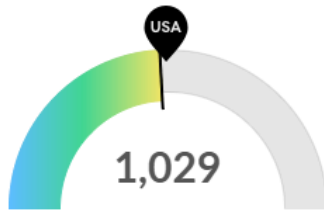
An occupation's Necessary Skills are the specialized skills required for that job and relevant across other similar jobs. An employee needs these skills as building blocks to perform the more complex Defining Skills.



Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Treatment Planning	✘	66	+6.7%	Stable
Infection Control	✘	33	+17.1%	Growing
Medical Records	✘	29	+12.5%	Growing
Valid Driver's License	✘	21	+7.5%	Stable
Cardiopulmonary Resuscitation (CPR)	✘	18	+14.8%	Growing
Home Health Care	✘	16	+19.0%	Growing

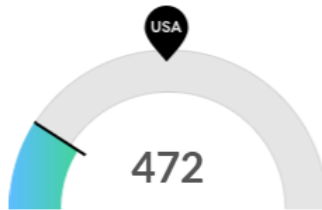
Occupation Demographics

Retirement Risk Is About Average, While Overall Diversity Is Low



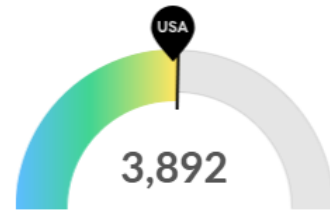
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 1,080* employees 55 or older, while there are 1,029 here.



Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 1,629* racially diverse employees, while there are 472 here.



Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 3,814* female employees, while there are 3,892 here.

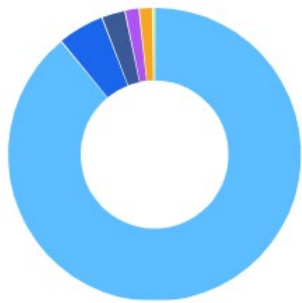
*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Occupation Age Breakdown



	% of Jobs	Jobs
14-18	0.2%	8
19-24	7.2%	309
25-34	19.5%	835
35-44	28.9%	1,234
45-54	20.0%	855
55-64	18.3%	780
65+	5.8%	250

Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	88.9%	3,798
Hispanic or Latino	5.1%	220
Black or African American	2.6%	111
Two or More Races	1.5%	66
Asian	1.5%	63
American Indian or Alaska Native	0.3%	11
Native Hawaiian or Other Pacific Islander	0.0%	1

Occupation Gender Breakdown



	% of Jobs	Jobs
Males	8.9%	379
Females	91.1%	3,892

Occupational Programs



3 Programs

Of the programs that can train for this job, 3 have produced completions in the last 5 years.



192 Completions (2024)

The completions from all regional institutions for all degree types.



295 Openings (2024)

The average number of openings for an occupation in the region is 27.

CIP Code	Top Programs	Completions (2024)
51.3901	Licensed Practical/Vocational Nurse Training	74 <div style="width: 74%;"></div>
51.3801	Registered Nursing/Registered Nurse	60 <div style="width: 60%;"></div>
51.0999	Allied Health Diagnostic, Intervention, and Treatment Professions, †	58 <div style="width: 58%;"></div>
Top Schools		Completions (2024)
Central Community College		134 <div style="width: 134%;"></div>
University of Nebraska at Kearney		58 <div style="width: 58%;"></div>

Key Trends and Insights of Labor Market Data:

The profession of nursing remains in demand from the nation, state, and local areas. There continues to be a shortage of nurses. A predicted five thousand nurses are needed in Nebraska by the year 2030. Eighteen percent of nurses in this area are between the ages of 55-65, making retirement a reality. The retirement age of many nurses further increased the demand of qualified personnel. Within the 25-county area, the counties with the largest number of posted jobs are Buffalo and Hall. However, the needs of communities with a smaller need of nurses are critical to providing care for patients that may not have transportation or access. The demand for licensed practical nurses (LPN) has grown. The LPN is being tasked to care for stable patients in acute care facilities so that critical areas such as ICU, NICU, and/or PICU can utilize the skills of a registered nurse. Salaries are lower than the national average. Nursing continues to be a female driven career with limited diversity in either gender or ethnicity. A positive is that Central Community College remains the workforce pipeline in the area. Almost 76 more nurses graduate from CCC than the next university in the area.

Supporting Data

Awards

Degree/ Credential Awarded	2020-21	2021-22	2022-23	2023-24	2024-25	5-yr total	5-yr avg.
ADN	55	79	46	60	66	306	61.2
LPN	70	52	50	74	95	341	68.2
Certificate							
Total Awards	125	131	96	134	161	647	129.4
Unduplicated # of graduates	124	131	96	132	159	642	128.4

	2020-21	2021-22	2022-23	2023-24	2024-25	5-yr total	5-yr avg.
Degrees	55	79	46	60	66	306	61.20
Total awards	125	131	96	134	161	647	129.40
FT program faculty	28.43	19.55	18.74	20.28	18.72	105.72	21.14
Degrees/ FT faculty	1.93	4.04	2.45	2.96	3.53	2.89	2.89
Awards/ FT faculty	4.40	6.70	5.12	6.61	8.60	6.12	6.12

LOA	Award Name	2020-21	2021-22	2022-23	2023-24	2024-25	5-yr total	5-yr avg.
ADN_ADNR	Associate Degree Nursing	55	79	46	60	66	306	61.2
DIP_LPNR	Practical Nursing Diploma	70	52	50	74	95	340	68.0
TOTAL		125	131	96	134	161	647	129.4

Key Trends and Insights of 2024-25 Awards:

Over 600 awards were given to students that were either diploma or degree in nursing for the five-year total with a five-year average of 129.4. Awards have significantly trended each year with academic year 2024-2025 being the largest number of total awards at 161. These awards consist of the associate degree in nursing and diploma in practical nursing. No certificates are awarded from the nursing program. Diploma awards numbers have increased from 2022-2023 compared to the associate degree in nursing that has remained stable with a nominal uptick. The second-year curriculum of the program proves to be rigorous and challenging to meet professional standards within a healthcare environment, which can potentially lead to more failures. Despite this challenge, the nursing program meets the CCPE minimum required standard easily every year.

Student Credit Hours Produced per Faculty FTE

	2020-21	2021-22	2022-23	2023-24	2024-25	5-yr avg.
Student credit hours (SCH)	2,956	3,253	2,212	2,842	3,409	2,934.40
Faculty full-time equivalency (FTE)	28.43	19.55	18.74	20.28	18.72	21.14
SCH/ Faculty FTE	103.97	166.39	118.04	140.14	182.10	138.81

Source: Program Stats by Alpha and Instructor-Student FTE reports.
 *By term analysis combined to conduct an annual review. Numbers reported reflect 3 negotiated contract periods (FA17-SU20, FA20-SU22, FA22-SU25). Numbers for 22-23 and 23-24 FTE reflect updated tracking method for part-time instructors.

Key Trends and Insights of 2024-25 Student Credit Hours/ Faculty FTE:

The data indicates a steady trend in total volume over the past five years with only a downward trend in 2022-2023. Despite this increase in student credits, the program does not meet the minimum performance standard of 275 or higher. The program offers a maximum number of student seats per location that is calculated by the number of clinical rotations available. The State Board of Nursing dictates that one rotation equals 10 students/instructor which limits the number of students that can enroll.

Vice President Summary Statement:

The Nursing Program continues to be very strong in enrollment, retention and completion. Enrollment has remained relatively consistent, with a slight dip in 2022-2023 due to faculty turnover, which required a reduction in the number of admitted students and was resolved in subsequent years. The program exceeds the college's 80% benchmark for course completion, averaging 90.6% over the past five years. While the program exceeds the CCPE's mean number of awards at 129.4, it does not meet the minimum threshold required for the student Credit Hours per Faculty FTE. This is primarily due to a maximum of a 10:1 faculty-to-student ratio requirement in clinical courses, which limits the number of students per faculty member.

Overall, the Nursing Program is extremely well-positioned to continue supporting students through graduation and into employment in the nursing profession, helping to meet the nursing shortage in the 25-county area.