13 - 0189

Surgical Technology Pilot Project Report
Executive Summary

Purpose
The Board of Trustees of Minnesota State Colleges and Universities (MnSCU) submits this report on surgical technologists in accordance with Chapter 364, Section 32 of the Session Laws of the 86th Legislature.

Demand
According to the Department of Employment and Economic Development, 2012 estimated actual/current employment for surgical technologists is 1,670 with a median wage of $23.44 per hour. The profession is projected to grow at 21% compared to an overall growth rate of all professions of 13%. DEED projects 670 total openings between 2010-2020.

Education/Supply
Minnesota is well-served by nine surgical technologist programs which are geographically distributed throughout the state. All programs are accredited by the Commission on the Accreditation of Allied Health Programs or the Accrediting Bureau of Health Education Schools. Six of the nine programs are offered by MnSCU institutions. Programs graduate approximately 140 students per year with MnSCU programs accounting for approximately 71% of total graduates. MnSCU programs report strong certification exam pass rates for students with three programs achieving 100% pass rates. These programs also report almost 90% employment rates for students seeking related employment within one year of completion.

A survey of MnSCU surgical technology program directors found that most believe there is not a shortage of surgical technologists within their community or region. Most directors noted a national shortage, however. MnSCU programs are generally full with three programs reporting waiting lists. Challenges to expanding enrollment include adding courses and faculty and securing clinical experiences in hospitals or other settings for students.

Pilot Project
From June 2009 to June 2012, Anoka Technical College and Fairview Health Services worked in partnership to identify surgical technologists who were successfully working in that role but who were not certified by the National Board of Surgical Technology and Surgical Assisting (NBSTSA). Supported by a Minnesota Job Skills Partnership grant, Anoka Technical College prepared and delivered a 20-hour certification review course to 64 Fairview employees. Of the 64 employees, 25 completed and successfully passed the NBSTSA certification exam. The pilot project highlighted the partnership between both organizations and indicated employer support for certification within the surgical technology workforce.

Participants completing the certification course and their employer, Fairview Health Services, reported high satisfaction with the project. Challenges to enrollment and completion included

lack of employee incentive/motivation to obtain certification, time constraints of employees balancing work and family responsibilities, and fear of failure.

Recommendations

The following recommendations are made to ensure that Minnesota's hospitals and surgery centers have access to highly-qualified surgical technologists:

- Encourage partnerships between providers and MnSCU programs to identify additional clinical site capacity to enable programs to expand in regions where employers struggle to find certified surgical technologists.

- Provide financial support to add surgical technology to The Clinical Coordination Partnership through HealthForce Minnesota to make clinical site scheduling more efficient and effective.

- Establish a statewide workgroup consisting of providers and educators, modeled after the HealthForce Minnesota Clinical Laboratory Workgroup, to routinely bring stakeholders together to identify and solve workforce issues.

- Explore creating a shared certification preparation course among employers which would leverage faculty expertise and resources.

- Continue working with the accredited colleges' program advisory boards to ensure workforce needs are being addressed.

- Facilitate replication of the pilot project to prepare current employees for national certification when requested by employers.

Surgical Technology Pilot Project Report

Legal Requirement
Pursuant to Session Law Chapter 364, Section 32, of the 86th Legislature, the Board of Trustees of Minnesota State Colleges and Universities submits this report on Surgical Technologists. The legal citation and language is provided below:

15.19 Sec. 32. SURGICAL TECHNOLOGISTS PILOT PROJECT.
15.20 Subdivision 1. Surgical technologists; training and employment pilot project.
15.21 The Board of Trustees of Minnesota State Colleges and Universities shall establish a pilot
15.22 project to develop partnerships and training and employment opportunities for surgical
15.23 technologists. The pilot project must develop partnerships between a health care facility
15.24 located within 25 miles of an accredited surgical technologist program offered by a
15.25 Minnesota State Colleges and Universities institution and the institution. The partnerships
15.26 must promote the employment and retention of surgical technologists, working in
15.27 accordance with law, regulations, including Code of Federal Regulations, title 42,
15.28 section 482.51, and contract provisions, who have successfully completed an accredited
15.29 educational program and who hold and maintain a certified surgical technology credential
15.30 from a nationally recognized and accredited surgical technologist certifying body.
15.31 This subdivision expires June 30, 2014.
15.32 Subd. 2. Report. The board of trustees shall report on the pilot project under this
15.33 section to the appropriate legislative chairs by January 1, 2013, with recommendations
16.1 to enhance surgical technologist training and to ensure an adequate supply of surgical
16.2 technologist graduates to meet the needs of facilities.

Description/Definition of Surgical Technologist
Surgical technologists are an integral part of the surgery team working under the supervision of the surgeon. According to the Association of Surgical Technologists, surgical technologists are:

> ...allied health professionals, who are an integral part of the team of medical practitioners providing surgical care to patients. Surgical technologists work under the supervision of a surgeon to facilitate the safe and effective conduct of invasive surgical procedures, ensuring that the operating room environment is safe, that equipment functions properly, and that the operative procedure is conducted under conditions that maximize patient safety. Surgical technologists possess expertise in the theory and application of sterile and aseptic technique and combine the knowledge of human anatomy, surgical procedures, and implementation tools and technologies to facilitate a physician's performance of invasive therapeutic and diagnostic procedures.

Other descriptions/definitions of surgical technologists are found in Attachment A.

Requirements
Surgical technologists are not a licensed profession in Minnesota and there is no federal or state requirement that hospitals or ambulatory surgery centers employ board-certified surgical technologists as part of the surgical team. There is an effort underway in some states, including Minnesota, to require licensure and/or utilization of certificated surgical technologists.

Demand in Minnesota
According to the most recent available data from the Minnesota Department of Employment and Economic Development, there are approximately 1,700 surgical technologists employed in Minnesota. The Department rates surgical technologist as a favorable occupation relative to others in the state. The job vacancy rate in the 2nd quarter of 2012 was 1.9% which is less than the overall vacancy rate of 2.5% for the state.

Statewide Demand Data

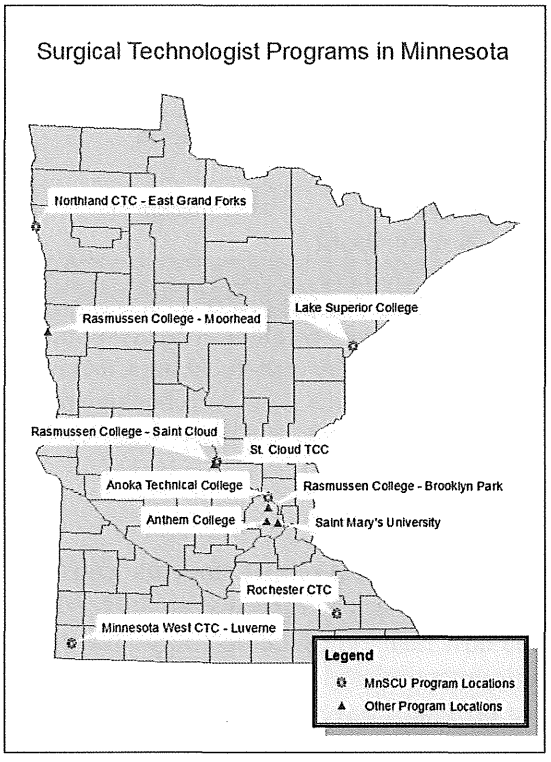
Occupation Title	2012 Estimated Employment	Current Occupations in Demand Indicator (5=high)*	2012 Median Hourly Wage	2nd Quarter 2012 Job Vacancy Rate**	2010-2020 Projected Growth Rate	2010-2020 Projected Total Openings***
Surgical Technologists	1,670	4	$23.44	1.9%	21.1%	670
Statewide Total, All Occupations	2,595,450		$17.86	2.5%	13.0%	1,041,500

*Represents how favorable current demand conditions are for an occupation relative to other occupations in the state. Occupations are rated using a combination of local labor market data, and then assigned an indicator from 5 (more favorable current demand conditions) to 1 (less favorable current demand conditions).
**An estimate of the percent of job vacancies relative to all filled jobs in the occupation. A high vacancy rate indicates a relatively strong demand for this occupation.
***Includes growth and replacement demand.
Source: Minnesota Department of Employment and Economic Development, Labor Market Information Office

As shown above, growth is projected to be approximately 21% between 2010 and 2020, a rate that is more than 50% higher than all occupations in the state. In terms of numbers, the Department is projecting 670 total openings between 2010 and 2020.

Supply of Surgical Technologists
There are nine surgical technologist programs in Minnesota. Students may receive a diploma or Associate of Applied Science following successful completion of the program requirements which, in the Minnesota State Colleges and Universities system, include 45 to 60 credits, respectively. Six of the nine programs are offered by MnSCU institutions, one program is offered by a private non-profit, and two programs are offered by are a private for-profit. As shown in the map below, programs are very geographically accessible.

Map of Surgical Technologist Programs



As shown below, Minnesota's educational institutions reported a total of 196 completers (AAS degree or diploma) in 2009, 145 in 2010, and 144 in 2011.

Surgical Technologist Awards, 2009-2011

Institution	Type	Location	# of Awards		
			FY 2009	FY 2010	FY 2011
Anoka Technical College	MnSCU	Anoka	23	17	18
Anthem College*	Private, For Profit	St. Louis Park	38	20	16
Lake Superior College	MnSCU	Duluth	20	16	14
MN West Community and Technical College	MnSCU	Luverne	7	12	13

Northland Community and Technical College	MnSCU	East Grand Forks	21	17	12
Rasmussen College	Private For Profit	Brooklyn Park, Moorhead, St. Cloud	14	0	0
Rochester Community and Technical College	MnSCU	Rochester	23	21	24
St. Cloud Technical and Community College	MnSCU	St. Cloud	16	18	21
Saint Mary's University	Private Not for Profit	Minneapolis	34	24	26
TOTAL			**196**	**145**	**144**

* Anthem's website indicates that it is no longer enrolling students for this program at this location.
Note 1: Mayo School of Health Sciences partners with Rochester Community and Technical College and Northland Community and Technical College in a surgical technology program.
Source: MnSCU System Office Research, Planning and Effectiveness. For a breakdown of awards by level, see Attachment B.

Related In-Field Employment

One measure of program need is the success rate of students who are looking for employment in their field of study upon completion. For each fiscal year, July 1-June 30, MnSCU institutions survey graduates to determine how many are seeking employment related to their degree and how many have secured employment related to their degree. As shown below, completers of MnSCU surgical technologist programs have fairly strong in-field employment rates ranging from 73% at Minnesota West Community and Technical College to 100% at Lake Superior College, Northland Community and Technical College, and St. Cloud Technical and Community College.

Related Employment Rates, MnSCU

Institution	2011 Completers	2011 Completers Available for Related Employment	2011 Completers with Related Employment	Related Employment Rate
Anoka Technical College	18	17	16	94%
Lake Superior College	14	11	11	100%
Minnesota West Community and Technical College	13	11	8	73%
Northland Community and Technical College	12	6	6	100%
Rochester Community and Technical College	24	22	17	77%

St. Cloud Technical and Community College	21	17	17	100%
Total	**102**	**84**	**75**	**89%**

SOURCE: MnSCU System Office Research, Planning and Policy. For data from 2009-2011, see Attachment C.

Accreditation

There are two accrediting bodies for surgical technology, the Commission on the Accreditation of Allied Health Programs (CAAHEP) or the Accrediting Bureau of Health Education Schools (ABHES). All programs in Minnesota are accredited by CAAHEP with the exception of Anthem which is accredited by ABHES. As previously stated, Anthem is also not admitting students at this time.

MnSCU Program Director Survey

The program directors of the six MnSCU surgical technologist programs were surveyed in October 2012. The intent of the survey was to understand how the programs are responding to the workforce needs of their communities, regions, and state, with particular attention given to accreditation, and certification and employment of graduates.

Every MnSCU surgical technologist program is accredited; most have been accredited for 15 or more years. The most recently accredited program is offered by Minnesota West Community and Technical College. While all MnSCU programs require students to take the certification exam, passing the exam is not a requirement of degree completion. The vast majority of students in the most recent academic year 2012 passed the certification exam on the first try with the results ranging from 78% at St. Cloud Technical and Community College to 100% at both Northland Community and Technical College and Rochester Community and Technical College. Students are able to retake the exam and some schools reported an increase in pass rates when subsequent certification exams are included.

Program Accreditation and Certification Pass Rate, MnSCU

Institution	Accredited Since	AY 2012 1st Time Pass Rate on Certification Exam	AY 2012 Overall Pass Rate on Certification Exam
Anoka Technical College	1990	89	100
Lake Superior College	1995	82	82
Minnesota West Community and Technical College	2009	80	80
Northland Community and Technical College	1978	100	100
Rochester Community and Technical College	1974	100	100

St. Cloud Technical and Community College	1980	78	78

SOURCE: Program Director Survey; see Attachment D for complete survey and results

The certification exam is offered online at three locations in Minnesota (Duluth, Blaine, and Rochester) and Sioux Falls, SD, and Fargo, ND. The tests are typically available every day, Monday through Saturday, making access to certification exams geographically accessible and flexible.

Program directors were asked to provide an estimate of the costs associated with accreditation. Representative and informative excerpted responses from the program director survey highlights accreditation costs:

> The program is accredited by CAAHEP (Commission on Accreditation of Allied Health Education Programs) in cooperation with the ARC/STSA (Accreditation Review Council for Surgical Technology/Surgical Assisting). The average annual cost is $1,500. In addition, faculty are strongly encouraged to attend annual ARC/STSA and AST (Association of Surgical Technology) sponsored events – so costs vary depending upon location and availability.
>
> The annual fee from ARC/STSA is $1,500 to maintain accreditation plus $450 annually to CAAHEP. There is also additional time that is compensated to program leaders to maintain accreditation. There are many requirements that the program has to document and keep up to date to maintain accreditation.

An important component of accreditation is ensuring that students receive a high-quality education that meets the needs of employers. As such, program directors submit annual reports to CAAHEP detailing student outcomes including completion, certification rates, and employment rates. When surveyed, program directors reported in-field employment rates of between 52 and 90 percent for students in Academic Year 2012. Program directors were also asked to estimate how many were employed in Minnesota.

Estimated Rate of Completer Employment in Minnesota, MnSCU

Institution	Estimated Percent of Students Employed in MN
Anoka Technical College	90%
Lake Superior College	60%
Minnesota West Community and Technical College	70%
Northland Community and Technical College	90%
Rochester Community and Technical College	90%
St. Cloud Technical and Community College	Majority

SOURCE: Program Director Survey; see Attachment D for complete survey and results

MnSCU surgical technology programs are well-subscribed with three program directors reporting a waiting list. The most mentioned barrier to expansion was access to clinical sites for

students. Clinical site availability is a growing concern for most, if not all, healthcare education programs.

Each of the six programs has an Advisory Board which includes regional employers of surgical technologists. This structure provides important feedback to the program about the current needs of employers, employer satisfaction with graduates, trends in the field, and future needs. The involvement of employers on the Advisory Board is seen as critical to the ongoing success of programs and serves to ensure that employer needs are being met.

Program directors were asked about the extent of unmet need for surgical technologists. As shown in the table below, most believed the unmet need is highest when looking at the country as a whole.

Perceptions of Unmet Need

Do you believe there is an unmet need for surgical technologists in your:	Number Responding Yes (N=6)	Number Responding No (N=6)
Community	1	5
Region	2	4
Minnesota	3	3
U.S.	5	1

SOURCE: Program Director Survey; see Attachment D for complete survey and results

The Pilot Project

Utilizing funding from a Minnesota Job Skills Partnership, Anoka Technical College implemented a pilot project with Fairview Health Services to provide certification exam preparation for incumbent workers throughout the system. The pilot project took place between June 2009 and June 2012 and served 64 incumbent surgical technologists. The project also included a sterile processing certification component. Both surgical technologist and sterile processing technician are positions within the Minnesota's healthcare system that do not require certification. Fairview recognized the increasing need for staff to obtain and maintain certification and worked with Anoka Technical College to provide a pathway for its incumbent staff to obtain certification.

Faculty at Anoka Technical College developed a 20-hour certification preparation course that was available to all Fairview surgical technologists. The course prepared the incumbent workers for the NBSTSA certification exam. Fairview identified 298 employees who were eligible to take the two certification training offerings although approximately 50 percent completed the trainings (n=144). Surgical technologists trainees made up 44 percent of the trainees (n=64). Of the 64 surgical technologist trainees who completed the certification preparation course, 25 went on to take and pass the certification exam.

Fairview human resource and workforce development staff worked diligently to encourage employees to participate in the pilot. Anoka Technical College faculty not only provided the surgical technology content but also fostered discussion about the value of certification. In addition, participants who successfully passed the certification exam were reimbursed the cost of

the exam and received a bonus. These factors certainly contributed to the success of the pilot. Fairview reported that the increase in certified surgical technologists was beneficial and that it remains committed to increasing the number of certified surgical technologists (and sterile processing/central service technicians).

Employees reported satisfaction with the instruction and found the course to be relevant to their work and believe it increased their understanding of the job. Employees also gave faculty high marks.

However, the pilot project provided several insights into the challenges that employers face with regard to advancing the credentials of their surgical technology staff. Feedback from participants about challenges associated with taking the course and the exam included:

- Text anxiety
- No benefit to obtaining certification since there is no increase in salary associated with certification
- No need to obtain certification since it is not a requirement of the position
- Language barriers make written testing difficult
- Upcoming retirement limited employee motivation to become certified
- Work and family obligations interfere with the ability to complete the course and prepare for the exam
- Employees shared they had an uneasiness about admitting that they did not understand a topic

The certification preparation course was offered in a face-to-face environment. This delivery method was intentionally selected for several reasons. First, it allowed students to interact with each other as peers in a cohort – something that is often more easily achieved when meeting face-to-face, especially for a short-term course. Second, the more traditional format alleviated anxiety about online learning and technology, a particular concern for an adult learner. Third, the in-person delivery allowed the instructor to work more effectively with students over the course of the 20-hour course.

In the future, an online component to this type of certification preparation exam might be useful although the certification body already offers this type of preparation. In addition, employers might look to on-site delivery if the number of employees is sufficient to make that delivery option feasible.

Recommendations

- Encourage partnerships between providers and MnSCU programs to identify additional clinical site capacity to enable programs to expand in regions where employers struggle to find certified surgical technologists.

- Provide financial support to add include surgical technology in The Clinical Coordination Partnership to make clinical site scheduling more efficient and effective.

- Establish a statewide workgroup consisting of providers and educators, modeled after the HealthForce Minnesota Clinical Laboratory Workgroup, to routinely bring stakeholders together to identify and solve workforce issues.

- Explore creating a shared certification preparation course among employers, which would leverage faculty expertise and resources.

- Continue working with program advisory boards to ensure workforce needs are being addressed.

- Facilitate replication of the pilot project when requested by employers.

Attachment A

Descriptions of Surgical Technologist

http://anokatech.edu/future_students/subjects/surgicaltechnology/index.html

Industry Description

Working as a surgical technologist, you will function mainly as a scrub person in a hospital operating room. The Technologist sets up the instruments, drapes, sutures, and supplies for surgical procedures, assists the surgeon and other operating team members with gowning and gloving for surgery, hands instruments, sutures, and supplies to the surgeon throughout the operative procedure. As a student, you will study surgical procedures, asepsis (sterile technique), preparation of the patient for surgery, surgical instruments and equipment, and the physical conditions that make it necessary for a person to have surgery. Surgical Technologists work closely with surgeons and registered nurses, are able to anticipate the needs of the physician during surgery, and assist in the care of the patient during surgical procedures.

http://www.iseek.org/careers/careerDetail?id=2&oc=100203

Before surgery, technologists help set up the operating room. They wash and sterilize instruments. They place sterile linens and solutions. They set up, adjust, and check non-sterile equipment to be sure it works properly. Technologists also prepare patients for surgery. They transport patients to the operating room. They help position patients on the table and cover them with surgical "drapes." They also observe patients' vital signs. In addition, technologists help the surgical team scrub and put on gloves, gowns, and masks.

During surgery, technologists pass instruments and supplies to surgeons and their assistants. They hold retractors (instruments that hold back the edges of a wound) or cut sutures (stitches). They maintain supplies of fluid, such as blood or saline. Technologists may operate other equipment, such as lights or suction machines. They may also help apply dressings to patients' incisions. In addition, they help count sponges, needles, and instruments. Technologists prepare and care for specimens taken for lab analysis.

After surgery, technologists help transfer patients to the recovery room. Then they clean and restock the operating room for the next procedure.

Attachment B

Completer Data, 2009-2011

Minnesota Surgical Technology/Technologist Awards by Sector and Institution				
Fiscal Years 2009, 2010, 2011				
Associate's Degrees				
Sector	**Institution**	**Fiscal Year 2009**	**Fiscal Year 2010**	**Fiscal Year 2011**
Private for-profit- 2-year	Anthem College-Minnesota	22		
Private for-profit- 4-year or above	Rasmussen College-Minnesota	14		
Private	**Total**	**36**	**0**	**0**
MnSCU	Anoka Technical College	12	14	10
MnSCU	Lake Superior College	15	13	9
MnSCU	Northland Community and Technical College	21	17	12
MnSCU	Rochester Community and Technical College	23	21	24
MnSCU	St Cloud Technical and Community College	5	11	11
MnSCU	**Total**	**76**	**76**	**66**
	MnSCU Percent of Total	**67.9%**	**100.0%**	**100.0%**
Awards of at Least 1 but Less Than 2 Academic Years				
Sector	**Institution**	**Fiscal Year 2009**	**Fiscal Year 2010**	**Fiscal Year 2011**
Private for-profit- 2-year	Anthem College-Minnesota	16	20	16
Private not-for-profit- 4-year or above	Saint Mary's University of Minnesota	34	24	26
Private	**Total**	**50**	**44**	**42**
MnSCU	Anoka Technical College	11	3	8
MnSCU	Lake Superior College	5	3	5
MnSCU	Minnesota West Community and Technical College	7	12	13
MnSCU	St Cloud Technical and Community College	11	7	10
MnSCU	**Total**	**34**	**25**	**36**
	MnSCU Percent of Total	**40.5%**	**36.2%**	**46.2%**

SOURCE: System Office Research, Planning and Effectiveness
R:\IPEDS Data\Completions\surgical technician\surgical technology completions by inst 10-24-2012

Attachment C

Related Employment Data, MnSCU

Related Employment Rates for Surgical Technology Graduates
Minnesota State Colleges
Fiscal Years 2009, 2010 and 2011

College	Number of Graduates			Graduates with Related Employment			Graduates Available for Related Employment			Related Employment Rate		
	2009	2010	2011	2009	2010	2011	2009	2010	2011	2009	2010	2011
Anoka Technical College	24	18	18	11	8	16	20	15	17	55.0%	53.3%	94.1%
Lake Superior College	20	16	14	5	7	11	8	9	11	62.5%	77.8%	100.0%
Minnesota West Community and Technical College	7	12	13	4	8	8	6	9	11	66.7%	88.9%	72.7%
Northland Community and Technical College	21	17	12	19	15	6	21	15	6	90.5%	100.0%	100.0%
Rochester Community and Technical College	23	21	24	17	16	17	19	19	22	89.5%	84.2%	77.3%
St. Cloud Technical and Community College	16	18	21	8	11	17	9	13	17	88.9%	84.6%	100.0%
Total	**111**	**102**	**102**	**64**	**65**	**75**	**83**	**80**	**84**	**77.1%**	**81.3%**	**89.3%**

Source: System Office Research, Planning and Policy
R:\Graduate Trends\GRFU\SurgicalTechnology2009-2011.xlsx 11/6/2012

data from: R:\FY10-11\GRFU2011\GRFU2011 Final All Majors.accdb
query: RelEmpRate Surgical Tech 2009-2011

Attachment D

MnSCU Program Director Survey Results

MnSCU Surgical Technologist Program Directors

SurveyMonkey

1. Respondent Information:

		Response Percent	Response Count
Name:	[redacted]	100.0%	6
Institution:	[redacted]	100.0%	6
City/Town:	[redacted]	100.0%	6
Email Address:	[redacted]	100.0%	6
Phone Number:	[redacted]	100.0%	6
	answered question		6
	skipped question		0

2. Is your program accredited?

		Response Percent	Response Count
Yes	[redacted]	100.0%	6
No		0.0%	0
	answered question		6
	skipped question		0

3. Assuming your program has been continuously accredited, what was the first year of accreditation?

	Response Count
	6
answered question	6
skipped question	0

4. If your program has not been continuously accredited, please provide a summary of your accreditation history.

	Response Count
	1
answered question	1
skipped question	5

5. What is the average annual cost of retaining/receiving accreditation? Please share any specific costs or details concerning the cost of accreditation or other challenges of accreditation.

	Response Count
	6
answered question	6
skipped question	0

6. Does your program have an advisory board?

	Response Percent	Response Count
Yes	100.0%	6
No	0.0%	0
answered question		6
skipped question		0

7. Does the advisory board include employers?

	Response Percent	Response Count
Yes	100.0%	6
No	0.0%	0
Other (please specify)		1
answered question		6
skipped question		0

8. If you don't have an advisory board made up of employers, how do you obtain feedback and guidance from employers?

	Response Count
	1
answered question	1
skipped question	5

9. Regarding the certification exam and requirements:

	Yes	No	Response Count
Do you require that students take - not pass - the certification exam prior to receiving their degree?	**83.3% (5)**	16.7% (1)	6
Do you do the "group" certification exam option which requires all students to take the exam as a cohort?	**100.0% (6)**	0.0% (0)	6
If students take the exam following completion of course work, do you hold their degree award until the certification exam is taken?	33.3% (2)	**66.7% (4)**	6
		Other (please specify)	1
		answered question	**6**
		skipped question	**0**

10. Please provide the number of completers in the academic year

	Response Average	Response Total	Response Count
ending August 2012	**17.50**	**105**	6
ending August 2011	15.50	93	6
ending August 2010	17.20	86	5
	answered question		**6**
	skipped question		**0**

11. Please provide first-time certification exam pass rates, in percentages, for the academic year

	Response Average	Response Total	Response Count
ended August 2012	**77.50**	**465**	6
ended August 2011	69.33	416	6
ended August 2010	69.00	345	5
	answered question		**6**
	skipped question		**0**

12. Please provide overall certification exam pass rates, in percentages, for the academic year

	Response Average	Response Total	Response Count
ended August 2012	**65.67**	**394**	6
ended August 2011	61.00	366	6
ended August 2010	57.20	286	5
	answered question		**6**
	skipped question		**0**

13. Please provide the in-field employment percentages for graduates for the academic year

	Response Percent	Response Count
ending August 2012	100.0%	6
ending August 2011	100.0%	6
ending August 2010	83.3%	5
answered question		6
skipped question		0

14. If possible, provide an estimate of the number of graduates who stay in MN for work.

	Response Count
	6
answered question	6
skipped question	0

15. Is your program at capacity?

	Response Percent	Response Count
Yes	66.7%	4
No	33.3%	2
answered question		6
skipped question		0

16. Is there a waiting list for your program?

		Response Percent	Response Count
Yes		**50.0%**	**3**
No		**50.0%**	**3**
		Other (please specify)	0
		answered question	**6**
		skipped question	**0**

17. If you have more student demand than you can accommodate, what are the barriers to expanding enrollment?

	Response Count
	4
answered question	**4**
skipped question	**2**

18. Do you believe there is an unmet need for surgical technologists in your

	Yes	No	Response Count
community?	16.7% (1)	**83.3% (5)**	6
region?	33.3% (2)	**66.7% (4)**	6
Minnesota?	**50.0% (3)**	**50.0% (3)**	6
US?	**83.3% (5)**	16.7% (1)	6
		Other (please specify)	1
		answered question	**6**
		skipped question	**0**

19. Do you work with employers in your region to provide refresher or other training for non-certified surg techs?

	Response Percent	Response Count
Yes	33.3%	2
No	66.7%	4
answered question		6
skipped question		0

20. If yes, what type of education/training is provided?

Response Count
2
answered question 2
skipped question 4

21. In your opinion, what are reasons that employers would hire non-certified personnel to perform surg tech responsibilities?

Response Count
6
answered question 6
skipped question 0

22. If you have any other comments that would be useful for the legislative report, please feel free to provide them here. This may be national trends, specific MN concerns, profession-related changes, etc.

	Response Count
	4
answered question	4
skipped question	2

Page 1, Q1. Respondent Information:

	1	
Name:	Laurie Green-Quayle	Oct 1, 2012 2:16 PM
Institution:	St. Cloud Technical & Commuity College	Oct 1, 2012 2:16 PM
City/Town:	St. Cloud	Oct 1, 2012 2:16 PM
Email Address:	lgreenquayle@sctcc.edu	Oct 1, 2012 2:16 PM
Phone Number:	320-308-5921	Oct 1, 2012 2:16 PM
	2	
Name:	Teresa Jansen	Oct 1, 2012 11:40 AM
Institution:	Minnesota West Community and Technical College	Oct 1, 2012 11:40 AM
City/Town:	Luverne, Minnesota	Oct 1, 2012 11:40 AM
Email Address:	teresa.jansen@mnwest.edu	Oct 1, 2012 11:40 AM
Phone Number:	507-449-2774	Oct 1, 2012 11:40 AM
	3	
Name:	Rita	Sep 28, 2012 11:39 AM
Institution:	Anoka Technical College	Sep 28, 2012 11:39 AM
City/Town:	Anoka	Sep 28, 2012 11:39 AM
Email Address:	rschutz@anokatech.edu	Sep 28, 2012 11:39 AM
Phone Number:	7635764974	Sep 28, 2012 11:39 AM
	4	
Name:	Jane Kruger	Sep 27, 2012 1:27 PM
Institution:	Rochester Community and Tecnical College	Sep 27, 2012 1:27 PM
City/Town:	Rochester, MN	Sep 27, 2012 1:27 PM
Email Address:	jane.kruger@roch.edu	Sep 27, 2012 1:27 PM
Phone Number:	507-280-3118	Sep 27, 2012 1:27 PM
	5	
Name:	Candy Melde	Sep 27, 2012 9:42 AM
Institution:	Lake Superior College	Sep 27, 2012 9:42 AM
City/Town:	Duluth	Sep 27, 2012 9:42 AM

Page 1, Q1. Respondent Information:		
Email Address:	c.melde@lsc.edu	Sep 27, 2012 9:42 AM
Phone Number:	218 591-1673	Sep 27, 2012 9:42 AM
	6	
Name:	Ruth LeTexier	Sep 27, 2012 9:17 AM
Institution:	Northland Community & Technical College	Sep 27, 2012 9:17 AM
City/Town:	East Grand Forks	Sep 27, 2012 9:17 AM
Email Address:	ruth.letexier@northlandcollege.edu	Sep 27, 2012 9:17 AM
Phone Number:	2187932525	Sep 27, 2012 9:17 AM

Page 2, Q3. Assuming your program has been continuously accredited, what was the first year of accreditation?		
1	1980-81	Oct 1, 2012 2:20 PM
2	2009	Oct 1, 2012 11:42 AM
3	1990	Sep 28, 2012 11:43 AM
4	1974	Sep 27, 2012 1:42 PM
5	1995	Sep 27, 2012 9:42 AM
6	1978	Sep 27, 2012 9:36 AM

Page 2, Q4. If your program has not been continuously accredited, please provide a summary of your accreditation history.		
1	The program has been accredited from the very beginning.	Sep 27, 2012 1:42 PM

Page 2, Q5. What is the average annual cost of retaining/receiving accreditation? Please share any specific costs or details concerning the cost of accreditation or other challenges of accreditation.

1	Approximately $1950.00 annual Approximately $4000.00 Continuing On-Site visits every 10 years Evaluation Keeping up to date is very time consuming, Program directors are given some time which would add to the costs.	Oct 1, 2012 2:20 PM
2	2500.00 per year.	Oct 1, 2012 11:42 AM
3	ARC-STSA Annual Accreditation Fee $1500 CAAHEP Annual Accreditation Fee $450 Consultative-On-Site Evaluation Fee $4000	Sep 28, 2012 11:43 AM
4	The annual fee from ARCSTSA is $1500 to maintain accreditation plus $450 annually to CAAHEP. There is also additional time that is compensated to program leader to maintian accreditation. There are many requirements that the program has to document and keep up to date to maintain accreditation.	Sep 27, 2012 1:42 PM
5	1500	Sep 27, 2012 9:42 AM
6	The program is accredited by CAAHEP (Commission on accreditation of allied health education programs) in cooperation with the ARC/STSA (Accreditation Review Council for Surgical Technology/Surgical Assisting). The average annual cost is $1500.00. In addition faculty are strongly encouraged to attend annual ARC/STSA and AST (association of Surgical Technology) sponsored events - so costs vary depending upon location and availability (application and travel fees). Additionally the college as a whole is acccredited by Higher Learning Commission of the North Central Association of Colleges and Schools. I don't know the fees attached to this program for those costs.Each year the program director is required to provide information about current students and graduates tracking employment, surveying graduates and employers and providing analysis of overall program effectiveness. This involves many hours of faculty time to write the annual outcomes based report.	Sep 27, 2012 9:36 AM

Page 3, Q7. Does the advisory board include employers?

1	Community members, current and former students, a physician who serves as medical director	Sep 27, 2012 9:38 AM

Page 3, Q8. If you don't have an advisory board made up of employers, how do you obtain feedback and guidance from employers?

1	Annually the employers are contacted to determine, employer needs and satisfaction with student and program performance. This data is also included in the annual accreditation report.	Sep 27, 2012 9:38 AM

Page 4, Q9. Regarding the certification exam and requirements:		
1	The test is taken the day the final grades are due. Attendance is taken and if the students would fail to sit for the exam, they would be given an incomplete and could not graduate until the exam was taken. (We have not had a problem with this issue so far.)	Sep 27, 2012 1:54 PM

Page 4, Q10. Please provide the number of completers in the academic year

	ending August 2012	
1	18	Oct 1, 2012 2:21 PM
2	10	Oct 1, 2012 11:47 AM
3	19	Sep 28, 2012 11:48 AM
4	20	Sep 27, 2012 1:54 PM
5	22	Sep 27, 2012 9:53 AM
6	16	Sep 27, 2012 9:49 AM
	ending August 2011	
1	20	Oct 1, 2012 2:21 PM
2	6	Oct 1, 2012 11:47 AM
3	18	Sep 28, 2012 11:48 AM
4	24	Sep 27, 2012 1:54 PM
5	12	Sep 27, 2012 9:53 AM
6	13	Sep 27, 2012 9:49 AM
	ending August 2010	
1	16	Oct 1, 2012 2:21 PM
2	14	Oct 1, 2012 11:47 AM
3	18	Sep 28, 2012 11:48 AM
4	21	Sep 27, 2012 1:54 PM
5	17	Sep 27, 2012 9:53 AM

Page 4, Q11. Please provide first-time certification exam pass rates, in percentages, for the academic year		
	ended August 2012	
1	14	Oct 1, 2012 2:21 PM
2	80	Oct 1, 2012 11:47 AM
3	89	Sep 28, 2012 11:48 AM
4	100	Sep 27, 2012 1:54 PM
5	82	Sep 27, 2012 9:53 AM
6	100	Sep 27, 2012 9:49 AM
	ended August 2011	
1	17	Oct 1, 2012 2:21 PM
2	83	Oct 1, 2012 11:47 AM
3	94	Sep 28, 2012 11:48 AM
4	88	Sep 27, 2012 1:54 PM
5	64	Sep 27, 2012 9:53 AM
6	70	Sep 27, 2012 9:49 AM
	ended August 2010	
1	12	Oct 1, 2012 2:21 PM
2	84	Oct 1, 2012 11:47 AM
3	94	Sep 28, 2012 11:48 AM
4	90	Sep 27, 2012 1:54 PM
5	65	Sep 27, 2012 9:53 AM

Page 4, Q12. Please provide overall certification exam pass rates, in percentages, for the academic year		
	ended August 2012	
1	14	Oct 1, 2012 2:21 PM
2	80	Oct 1, 2012 11:47 AM
3	100	Sep 28, 2012 11:48 AM
4	100	Sep 27, 2012 1:54 PM
5	0	Sep 27, 2012 9:53 AM
6	100	Sep 27, 2012 9:49 AM
	ended August 2011	
1	17	Oct 1, 2012 2:21 PM
2	83	Oct 1, 2012 11:47 AM
3	100	Sep 28, 2012 11:48 AM
4	96	Sep 27, 2012 1:54 PM
5	0	Sep 27, 2012 9:53 AM
6	70	Sep 27, 2012 9:49 AM
	ended August 2010	
1	12	Oct 1, 2012 2:21 PM
2	84	Oct 1, 2012 11:47 AM
3	100	Sep 28, 2012 11:48 AM
4	90	Sep 27, 2012 1:54 PM
5	0	Sep 27, 2012 9:53 AM

Page 4, Q13. Please provide the in-field employment percentages for graduates for the academic year		
	ending August 2012	
1	81%	Oct 1, 2012 2:21 PM
2	90	Oct 1, 2012 11:47 AM
3	52	Sep 28, 2012 11:48 AM
4	80	Sep 27, 2012 1:54 PM
5	86%	Sep 27, 2012 9:53 AM
6	56	Sep 27, 2012 9:49 AM
	ending August 2011	
1	88%	Oct 1, 2012 2:21 PM
2	100	Oct 1, 2012 11:47 AM
3	77	Sep 28, 2012 11:48 AM
4	96	Sep 27, 2012 1:54 PM
5	83%	Sep 27, 2012 9:53 AM
6	77	Sep 27, 2012 9:49 AM
	ending August 2010	
1	90%	Oct 1, 2012 2:21 PM
2	90	Oct 1, 2012 11:47 AM
3	77	Sep 28, 2012 11:48 AM
4	86	Sep 27, 2012 1:54 PM
5	100%	Sep 27, 2012 9:53 AM

Page 4, Q14. If possible, provide an estimate of the number of graduates who stay in MN for work.		
1	Majority do.	Oct 1, 2012 2:21 PM
2	70%	Oct 1, 2012 11:47 AM
3	90%?	Sep 28, 2012 11:48 AM
4	approximately 90%	Sep 27, 2012 1:54 PM
5	I would estimate 60%	Sep 27, 2012 9:53 AM
6	90%	Sep 27, 2012 9:49 AM

Page 5, Q17. If you have more student demand than you can accommodate, what are the barriers to expanding enrollment?		
1	Adding courses, instructors, clinical sites etc.	Oct 1, 2012 2:21 PM
2	no barriers, job market decline with the recession	Sep 28, 2012 11:49 AM
3	job market and regional clinical space (programs from outside the area utilize local clinical sites that could be used for this program)	Sep 27, 2012 1:57 PM
4	Placement in clinical sites	Sep 27, 2012 9:50 AM

Page 5, Q18. Do you believe there is an unmet need for surgical technologists in your		
1	over 480 accreditated ST programs in the US - more than current would saturate the job market and hurt the existing programs placement, recruitment, etc.	Sep 27, 2012 1:57 PM

Page 6, Q20. If yes, what type of education/training is provided?		
1	Certification exam review course	Sep 28, 2012 11:50 AM
2	Study sessions for AST certification exam	Sep 27, 2012 9:50 AM

Page 6, Q21. In your opinion, what are reasons that employers would hire non-certified personnel to perform surg tech responsibilities?		
1	Because they can. It is not mandatory to be certified in the state of Minnesota. Set a standard for the profession and institutions will meet the standard and hire certified surg techs	Oct 1, 2012 2:23 PM
2	They shouldn't, certification shows competency. Non-certified personnel lack the knowledge and skills required for the best patient outcomes	Oct 1, 2012 11:49 AM
3	have no idea!	Sep 28, 2012 11:50 AM
4	Since MN does not require certification to allow personnel to practice, hospitals are allowed to make their own choices. In the future, because accreditated programs graduates must take the certification exam, this issue may resolve itself. And if MN legislature passes the bill requiring surgical technologists to be graduates of CAAHEP accreditated programs and certified by NBSTSA, job candidates will be CSTs.	Sep 27, 2012 2:04 PM
5	Because it is not a state requirement and there is a need to fill positions.Certification is voluntary - not mandatory.	Sep 27, 2012 9:54 AM
6	Salary	Sep 27, 2012 9:50 AM

Page 7, Q22. If you have any other comments that would be useful for the legislative report, please feel free to provide them here. This may be national trends, specific MN concerns, profession-related changes, etc.		
1	I am not so sure of how accurate a report will be focusing on just one program and one clinical site. We have students that graduate by just meeting the minimal standards. These are "C" students that typically have grades at 80%. In most instances that student has not learned the information from all the courses well. These are the students that do not pass the certification test. Would you want to receive care from the professional that just gets by with their education or the professional that strives to be a role model and becomes certification. Mandatory certification will set the bar for the profession.	Oct 1, 2012 2:39 PM
2	Wonder if Joint Commission will be a vehicle to promote/force credentialing in the field.	Sep 28, 2012 11:51 AM
3	In the 1990's, the Association of Surgical Technologists passed a resolution that stated the preferred education for a CST is a 2 year degree. At this date, there are diploma programs that still exist. In the future the national organization forsees the profession requiring a 4 year degree for entry in to practice. I have been teaching for 30 years and if there are other questions, please feel free to contact me.	Sep 27, 2012 2:10 PM
4	We provide a vital workforce for the operating rooms across the state and US. I have graduates working in MN and across the United States. I think it is important to mandate certification or licensure much like the other health professionals, physician and nurses.	Sep 27, 2012 9:56 AM