



April 20, 2020

Dr. Michael Baumgartner
Executive Director
Coordinating Commission for
Postsecondary Education
140 N. 8th Street, Suite 300
Lincoln, NE 68509

Dear Michael:

Enclosed is a copy of the proposal to create a Master of Diagnostic Cytology in the College of Allied Health Professions at UNMC. The proposal was approved by the Board of Regents at the April 17, 2020 meeting. Also enclosed is the Proposal for New Instructional Program Form 92-40.

Please do not hesitate to contact me if you have any questions.

Sincerely,

Susan M. Fritz, PhD
Executive Vice President and Provost

Enclosures

c: Chancellor Jeffrey Gold
Senior Vice Chancellor Dele Davies
Dean Kyle Meyer, College of Allied Health Professions
Vice Provost David Jackson

**COORDINATING COMMISSION
FOR POSTSECONDARY EDUCATION**

140 N. 8th Street, Suite 300
Lincoln, NE 68508

Telephone: (402) 471-2847
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PROPOSAL FOR NEW INSTRUCTIONAL PROGRAM
Form 92-40

SECTION I

Institution Submitting Proposal: University of Nebraska Medical Center

Title of Program: Master of Diagnostic Cytology

CIP Code: 51.14

Organizational Unit in which program will be located:

College of Allied Health Professions

Name of contact person in the event additional information is needed: Dr. Susan M. Fritz

Telephone: 402-472-5242

Degree, Diploma, or Certificate to be offered (use separate submittal for each level):

Master of Diagnostic Cytology

Proposed date to initiate program: When approved by the Coordinating Commission

List the location(s) where this program will be offered: UNMC

If the program has a projected ending date, please so indicate:

Date approved by Governing Board: April 17, 2020

(Attach all documents related to this proposal upon which the Governing Board made its decision to approve the proposal.)

Chief Executive Officer's or other Authorized Officer's signature: _____


Susan M. Fritz

TO: The Board of Regents Addendum VII-A-5
Academic Affairs

MEETING DATE: April 17, 2020

SUBJECT: Creation of a Master of Diagnostic Cytology in the College of Allied Health Professions at the University of Nebraska Medical Center (UNMC)

RECOMMENDED ACTION: Approval is requested to create a Master of Diagnostic Cytology in the College of Allied Health Professions at UNMC

PREVIOUS ACTION: January 30, 2015 – The Board approved the transition of the School of Allied Health Professions to a College of Allied Health Professions at UNMC.

March 26, 1994 – The Board approved the formation of the Division of Cytotechnology in the School of Allied Health Professions and a Post-Baccalaureate Certificate Program in Cytotechnology at UNMC.

EXPLANATION: Cytotologists perform microscopic examinations of specially stained slides of human cells taken from sites throughout the body for the early diagnosis and treatment of disease. For the past 25 years, UNMC has offered a 12-month, 32 credit hour Cytotechnology program that has been continuously accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP). It is the only program in Nebraska and one of only 22 programs in the United States.

The Cytotechnology Program Review Committee (CPRC) of the American Society of Cytopathology, the American Society for Clinical Pathology, and the College of American Pathologists has proposed to advance the entry-level Cytology degree to a master's degree. The CPRC strongly advocates that all programs move toward awarding a master's degree as soon as feasible. Therefore, the UNMC College of Allied Health Professions (CAHP) is proposing to change its existing post-baccalaureate degree in Cytotechnology to a professional master's degree, the Master of Diagnostic Cytology (MDC), effective with the class entering Fall 2021. Six of the 22 U.S. Cytotechnology programs already offer a master's degree. The proposed MDC program will ensure the CAHP's ability to recruit qualified applicants, as well as ensure that its graduates are competent to practice the newly-outlined competencies of the profession.

The proposed professional MDC program will replace the existing post-baccalaureate certificate. A teach-out plan is not required as the student cohort in the post-baccalaureate certificate will complete their studies before the new master's degree program starts.

This proposal has been approved by the Council of Academic Officers; it also has been reviewed by the Academic Affairs Committee.

PROGRAM COST: \$48,995 for Year 1; \$260,121 over five years

SOURCE OF FUNDS: Tuition and fees

SPONSORS: H. Dele Davies
Senior Vice Chancellor for Academic Affairs

Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center

RECOMMENDED: /s/ Susan M. Fritz
Executive Vice President and Provost

DATE: March 18, 2020

**Proposal to Create a Master of Diagnostic Cytology Degree
College of Allied Health Professions
University of Nebraska Medical Center**

I. Descriptive Information

Name of the institution proposing the program: The University of Nebraska Medical Center

The name of the program (major) proposed: Master of Diagnostic Cytology

Degree/credential to be awarded graduates of the program: Master of Diagnostic Cytology

CIP code: 51.14 Medical Clinical Sciences/Graduate Medical Studies

Other approved programs offered in this field by the institution: The Cytotechnology Education Division in the College of Allied Health Professions currently offers a post-baccalaureate certificate in cytotechnology. Graduate research degrees also are available through the University of Nebraska Graduate College, Medical Sciences Interdepartmental Area (MSIA) with a focus on cytology.

Administrative unit for the program: College of Allied Health Professions, Cytotechnology Education Division, University of Nebraska Medical Center.

Proposed delivery site(s) and type(s) of delivery: The curriculum for this professional master's program will be a hybrid of classroom and on-line education delivered from the University of Nebraska Medical Center (UNMC) Omaha campus. Clinical education components of the curriculum will take place at several approved clinical affiliate sites, including UNMC's clinical partner, Nebraska Medicine.

Proposed date (term/year) the program will be initiated: Fall 2021

Description, including credit hours and other requirements (program of study) and purpose of the proposed program:

Cytotologists perform microscopic examinations of specially stained slides of human cells taken from sites throughout the body, for the early diagnosis and treatment of disease, including pre-cancerous changes, invasive cancer, infectious organisms, and benign diseases.

For the past twenty-five years, the Cytotechnology Education Division in the College of Allied Health Professions (CAHP) at UNMC has offered a 12-month, 32 credit hour cytotechnology program that has been continuously accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP). It is the only program in the state of Nebraska, and one of only 22 programs in the United States. The program consists of a competency-based curriculum that includes 10 weeks of clinical practicum experience. Upon completion of the program, graduates are awarded a post-baccalaureate certificate and are qualified to sit for the American Society for Clinical Pathology (ASCP) Board of Certification examination.

Class size for cytotechnology programs is limited due to the individualized nature of the microscopic instruction. The UNMC cytotechnology program has traditionally accepted up to six students annually in its campus-based program in Omaha. In addition, the program has established partnerships with 8 satellite sites (Carle Foundation Hospital, Urbana, IL, University

of California Davis Medical Center, Sacramento, CA, The Ohio State Wexner Medical Center, Columbus, OH, Bay Care, Tampa Bay, FL, Massachusetts General, Boston, MA, Sonora Quest Labs, Phoenix, AZ, and ProPath, Dallas, TX), collectively educate an additional 11 students annually (average). Due to the number of retiring cytotechnologists and the UNMC program's outstanding national reputation for delivering top-quality education via distance education, the number of students at satellite sites both within and outside the United States is expected to grow steadily over the next several years. The program is currently anticipating the addition of two new partners to its educational network; Spectrum Health, Grand Rapids, MI, and Hamad Medical Corporation, Doha, Qatar, bringing the network total to date to nine domestic partners and one international partner.

The Cytotechnology Program Review Committee (CPRC) of the American Society of Cytopathology (ASC), the American Society for Clinical Pathology (ASCP), and the College of American Pathologists, which reports to the Commission on Accreditation of Allied Health Education Programs (CAAHEP) have all proposed adding both didactic content and practice-based competencies to the current accreditation standards and guidelines to meet new and emerging practice demands. Reflecting the evolution of the profession as a whole, the new competencies propose to advance the entry-level degree to a master's degree. This proposal was outlined in an article by Jennifer Brainard, MD, "The Road to the Master's Degree" in the ASC Bulletin in March 2018.¹ In addition to advancing the entry-level degree the CPRC is also considering accompanying commensurate changes of the title of the *profession* to "diagnostic cytology," and of the title of the *practitioner* holding the degree to "diagnostic cytologist."

No final date has been established for the mandatory conversion to the entry-level master's degree. However, the CPRC is strongly advocating that all programs move toward awarding this degree as soon as feasible. Programs awarding the entry-level master's degree will be accredited by the Commission on Accreditation of Allied Health Education Programs which is the current accrediting body for the post-baccalaureate certificate in the cytotechnology program. In keeping with advancements in the field of cytotechnology and in anticipation of a mandatory entry-level master's degree requirement in the next few years, the UNMC CAHP is proposing to change its existing post-baccalaureate degree in Cytotechnology to a professional master's degree, the Master of Diagnostic Cytology (MDC), effective with the class entering Fall 2021.

The additional content necessary to develop new competencies and enhanced critical thinking skills would require lengthening the current UNMC cytotechnology curriculum. The MDC will consist of 44 graduate-level credit hours and will better reflect the advanced skills and responsibilities of future cytology professionals. The proposed degree requirement and competency-based curricular model are consistent with requirements seen in other CAHP professional masters/clinical doctorate graduate degree programs (e.g., clinical perfusion, physical therapy, medical nutrition). The proposed professional MDC program will replace the existing post-baccalaureate certificate and research-based master's cytology focus offered through the MSIA program.

The proposed MDC program will provide the breadth and depth of knowledge and critical thinking skills required for a career in cytology in an increasingly complex health care environment. Six of the 22 U.S. cytotechnology programs already offer a master's degree. The proposed MDC program will ensure the CAHP's ability to recruit qualified applicants, as well as ensure that its graduates are competent to practice the newly-outlined competencies of the profession. The course requirements for the proposed MDC program of study are detailed in Appendix A.

The MDC curriculum will include a variety of simulation experiences, with an emphasis on experiential learning. These experiences will be developed and implemented in conjunction with UNMC's iEXCEL initiative. Enhanced preparation through simulation and virtual and augmented reality experiences will better prepare students for supervised clinical education experiences, and thus will reduce the total number of hours required in clinical rotations to achieve competencies. This improved efficiency should, in turn, accommodate additional students without compromising the quality of learning.

II. Centrality to Role and Mission

The mission of the UNMC Cytotechnology Education Division is to prepare highly-skilled cytotechnologists within a premier educational environment and to instill in its graduates the values of excellence in patient care and lifelong learning. This mission statement reflects the distinct nature of the cytotechnology program within the organization while demonstrating its compatibility with the UNMC/Nebraska Medicine mission statement.

A professional MDC degree supports the shared mission of UNMC and Nebraska Medicine to lead the world in transforming lives to create a healthy future for all individuals and communities through premier educational programs, innovative research, and extraordinary patient care. The MDC degree will prepare practitioners to participate in the delivery of high-quality, team-based patient care, and contribute to the discovery and dissemination of knowledge unique to the field of diagnostic cytology.

The addition of the MDC degree will enhance the field of cytology by strengthening the curriculum and further emphasizing evidence-based practice. These are key elements in strengthening the program's commitment to its mission and for producing graduates who are prepared to serve as competent practitioners and members of interprofessional teams.

III. Evidence of Need and Demand

Need for the program in the institution, the community, the region, the state, or the nation

The cytotechnology profession has historically been based on the morphologic assessment of cells in a variety of body fluid specimens to determine the presence or absence of abnormalities indicative of cancer and other diseases. The current curricular standards in the cytotechnology program provide students with the essential laboratory skills needed to conduct tests in the area of early diagnosis and treatment of patients with pre-cancerous conditions, cancer, infectious processes, and benign diseases. Since the UNMC program is the only cytotechnology program in the State of Nebraska and the region, its graduates practice cytology in clinical laboratories across the state of Nebraska, as well as the region. Most of the surrounding states (e.g., Colorado, Iowa, Kansas, and South Dakota) do not have cytology education programs. Consequently, many UNMC graduates are employed at regional medical centers within these states, and they also serve Nebraskans from rural communities who obtain care at these regional medical centers due to their geographic proximity to many Nebraska communities.

According to the CPRC annual report, there are currently only 22 accredited cytotechnology programs in the United States and in the 2017-2018 academic year these programs produced 88 graduates. Predictions from the ASCP 2016-2017 vacancy survey of Medical Laboratories in the U.S., anticipated overall retirement rates in cytology over the next 5 years to be 17.65% and the supervisory retirement rates to be 32.65%. The staff (nonsupervisory) retirement rate in cytology was predicted to be 14.26%. The overall vacancy rate for cytology was 4.75%, the

staff (nonsupervisory) vacancy rates in cytology were 5.08%, the supervisory vacancy rates in cytology were 2.53%.²

These data indicate that the demand for cytologists with advanced skill sets is significantly higher than that for the current entry-level practitioner, and will increase significantly in the near future. This is because advances in technology have led to enhanced diagnostic tests that are rapidly becoming mainstream in cytopathology practice. These tests include viral testing for human papillomavirus (HPV), identification of tumor markers by immunocytochemistry, genetic analysis of chromosomal abnormalities by fluorescent in-situ hybridization (FISH) and immunophenotyping by flow cytometry. These increasingly complex clinical tests require unique knowledge and different competencies than are currently included in the curriculum. The proposed MDC degree would provide a learner-centered curriculum with an emphasis on the application of advanced clinical knowledge and skills while fulfilling anticipated new CAAHEP accreditation requirements.

Also, the article by Brenda Sweeney, SCT(ASCP)CLA³ predicts a pathologist shortage in the range of 3,500-5,700 between 2018 and 2028. Sweeney states that with the predicted shortage of pathologists and the ever-growing complexity of specimen analysis, the field of pathology must reevaluate how to effectively address these impending changes. She anticipates that the changes will lead to an increased need for a mid-level practitioner with unique knowledge and competencies, especially in the area of morphologic skills. The curriculum of the proposed MDC degree would prepare the mid-level practitioner envisioned by Sweeney.

Demand for the program – the extent of student interest in the proposed program

Most students in post-baccalaureate cytotechnology certificate programs have a bachelor's degree in biology or other related field and are seeking a profession where they can enjoy a challenging and rewarding health care career with ample employment opportunities. Employment opportunities have been good for UNMC cytotechnology program graduates. All graduates from 2018 and 2019 were able to secure employment well before graduation. However, the availability of financial aid to assist these students in pursuit of the post-baccalaureate certificate is limited because they have already obtained a bachelor's degree. More financial aid opportunities and higher levels of funding would be available for students pursuing a master's degree.

Students enrolled in UNMC's current program have recognized the expanding knowledge and competency requirements for practice and many have expressed an interest in seeking a graduate-level degree. At a CAHP alumni event in 2017, an informal survey was taken of cytotechnology alumni asking who would consider enrolling in the MDC program and 100% responded favorably. In early 2018 a second survey was conducted of recent graduates. Thirty-six surveys were sent, 32 were completed for an 89% return rate. Ninety-seven percent (31/32) stated they would have pursued a master's degree if a program had been offered, and approximately 91% (29/32) stated they would enroll when/if the program becomes available.

Nebraska Medicine recently hired two graduates of the cytotechnology certificate program but had to provide on-the-job training so that the individuals could perform many of the competencies that would be included in the proposed MDC curriculum. Providing students with these advanced competencies will reduce employer onboarding time and expenses and enhance the graduates' competitiveness in the job market.

Regional Pathology Services (RPS), a UNMC entity serves as the outreach laboratory for UNMC and Nebraska Medicine. RPS provides marketing, client services, specimen triaging, IT and billing services to over 600 clients throughout the region including hospitals, clinics and reference laboratories. RPS also serves a similar capacity for the Nebraska Public Health Laboratory, (NPHL). This partnership with NPHL allows RPS to integrate with every critical access hospital in the state of Nebraska. Many of our hospital clients throughout the state have expressed a need for highly trained cytology professionals.

IV. Adequacy of Resources

Faculty and Staff Resources

The Cytotechnology Education Division Program currently consists of 2.0 FTE faculty, the Program Director and the Education Coordinator. The Program Director administers the Cytotechnology Education Division and will be responsible for the administration of the MDC degree program and overall program accreditation with CAAHEP. She is the primary faculty of record for multiple courses and the coordinator for clinical practice experiences associated with the cytotechnology program. The Education Coordinator is also the faculty of record for many courses and serves as the primary mentor for research/independent study. There is also a non-paid Medical Director for the program who is a practicing cytopathologist at Nebraska Medicine.

The cytology laboratory practitioners at Nebraska Medicine are actively engaged in classroom and clinical instruction and make significant contributions to program development, implementation, and evaluation. The CAHP Office of Academic and Student Affairs assists in recruitment, admissions and graduation processes. Other CAHP staff provide support related to clinical affiliation agreements and faculty and student research projects.

An additional 0.25 FTE faculty will manage the delivery of course content, which will consist mostly of on-line courses. An additional 0.25 FTE staff role will provide student, faculty and general office support, commensurate with the increased program length and enrollment.

Physical Resources

The Cytotechnology Education Division is located in Bennett Hall on the UNMC campus in Omaha and comprises the Program Director's office, Education Coordinator's office, and student work area/small group meeting space. In this area, faculty and students have computers with internet access, individual microscopes, and a multi-head teaching microscope. Conference room space and equipment for distance learning, conference calls and video conferencing are also available in Bennett Hall. These offices and conference rooms are conducive to work associated with planning, scholarly activities, and student counseling. The CAHP also has research laboratories, classrooms, and graduate student offices in the College of Medicine, Center for Healthy Living, and Wittson Hall.

Instructional Equipment and Information/ Technological Resources

In recent years, the CAHP has made significant investments in technology to support the growing demand for distance education, to facilitate curriculum revision, including "flipped classroom" and hybrid delivery models, and to provide students opportunities for hands-on learning through simulation training. Audiovisual (AV) and information technology (IT) components in excess of \$1,000,000 have been purchased and installed in Bennett Hall, Wittson Hall and the Michael F. Sorrell Center for Health Science Education to allow CAHP

faculty to devise, deliver and evaluate curricula and best teaching practices for the delivery of distance education. Considerable resources have also been specifically devoted to the Cytotechnology Education Division to create an entire slide catalog of virtual (digital) slides to allow the program to develop its curriculum for distance education delivery. These resources have included approximately \$50,000 for the conversion of 3,500 traditional glass slides to digital slides, the purchase and deployment of a software package to provide digital slide annotation, and the purchase of a unique and secure server for the storage of the virtual slide library.

As an Academic Health Science Center, UNMC offers many educational opportunities and advantages for students. Students have access to the McGoogan Library of Medicine which, in addition to resources physically located on campus, has over 5,500 full-text, online journals, and over 150 on-line textbooks. There is wireless access throughout the library and many networked computer stations for student use. In addition, the library provides services to students including how to search for literature, locate articles and books, search the internet, note copyright restrictions, cite sources, and avoid plagiarism. All UNMC students have complete access to the library and other online resources whether on or off of the UNMC campus.

In addition, educational resources are available to faculty members and staff for no fee. For local students, this includes the technology located in the E-learning laboratory including classroom/video capture software (i.e. Echo 360, Camtasia), Articulate Studio, and video/audio recording facilities. While local students also have access to all of the simulation equipment located in the Michael F. Sorrell Center, all students may consult with the Center's staff for expert advice and guidance. All students will have access to the programs in the Microsoft Office suite as part of the institutional license.

Budget Projections for the first five years of the program

The budget for the first five years of the MDC program is based on current enrollment in the post-baccalaureate program of 15. Table 1 presents the projected expenses and Table 2 presents the projected revenue.

V. Avoidance of Unnecessary Duplication

The College of Allied Health Professions will offer the only program leading to a Master of Diagnostic Cytology degree within the University of Nebraska system and in the state of Nebraska, as well as much of the Midwest.

VI. Consistency with the Comprehensive Statewide Plan for Postsecondary Education

Providing the MDC degree is consistent with the vision and major statewide goals outlined in the *Comprehensive Statewide Plan for Postsecondary Education (Plan)*. This proposed program supports a number of the statewide goals and outcomes outlined in the *Plan*, including:

- deployment of instructional technology to broaden access for learners;
- helping students graduate within a reasonable and predictable time frame;
- incorporating “real world” experience in curricula through clinical experiences; and
- responding to the changing health care needs of Nebraska’s citizens, including those in underserved rural areas.

The program is congruent with the UNMC/Nebraska Medicine mission and will meet workforce needs for the State of Nebraska and region for highly qualified cytologists. Students, their parents, employers, and Nebraska taxpayers will benefit as this program will promote timely progression through the postsecondary education required for any student who seeks to become a diagnostic cytologist.

Benefits to students enrolled in the MDC program include:

- This program will meet the anticipated new standards and guidelines for an advanced practice degree, in a timely and cost-effective manner, leading to eligibility to take the national certification examination for diagnostic cytologists.
- Students graduating from the MDC program will receive the academic credential commensurate with the knowledge and competencies required for the diagnostic cytologist.
- The proposed MDC degree will provide graduates with the requisite credential to be competitive in the job market.

The proposed degree program will provide a cost-effective pathway to achieve a professional master's degree tailored to clinical practice in diagnostic cytology. It effectively and efficiently builds on current attributes of the post-baccalaureate cytotechnology program and addresses the requirements for increased depth and breadth in curricular content supporting high-quality evidence-based practice in cytology.

References

1. Brainard, Jennifer A. The Road to the Master's Degree, *The ASC Bulletin*, LV (2). March 2018.
2. Garcia, E, Kundu, I, Ali, A., Soles, R. The American Society for Clinical Pathology's 2016-2017 Vacancy Survey of Medical Laboratories In the United States. *AJCP* May 2018; 149:387-400.
3. Sweeney, Brenda J., Wilbur, David C. Advanced practitioner in anatomic pathology: The time has come. *Cancer Cytopathology*, April 2018; 126 (4); 229-231.

Appendix A

Master of Diagnostic Cytology Degree Program Curriculum

	Courses	Credit Hours
YEAR 1	Fall Semester Year 1	
	CYTO 701/801 Intro to Cytology and Cytopreparation	1
	CYTO 702/802– Cytology of the female genital tract	5
	CYTO 703/803 – Cytology of the Respiratory Tract	2
	CYTO 704/804 – Cytology of the Urinary Tract	1
	CYTO 705/805 – Cytology of body fluids & CSF	1
	SAHP 723 Critical Inquiry	2
	Total Credits:	12
	Spring Semester Year 1	
	CYTO 710/810 – Cyto of GI Tract	1
	CYTO 711/811 – FNA Cytology	7
	CYTO TBD – Grossing Small Biopsies	2
	CYTO TBD – Companion Technologies	2
	CYTO TBD – Advanced practices in cytology	2
	Total Credits:	14
YEAR 2	Summer Semester Year 1	
	CYTO 714/814 – Cytology Clinical Practicum	6
	Total Credits:	6
	Fall Semester Year 2	
	CYTO TBD – Clinical Practicum	4
	CYTO TBD – Digital Pathology	2
	CYTO 713/813 –Anatomic pathology management	2
	CYTO TBD – Capstone	3
	CYTO TBD – Board Exam review	1
	Total Credits:	12
	MDC Degree Program Total Credits	44

Appendix B

Letters of Support

Cytotechnology Programs Review Committee (CPRC), which is sponsored by the four national organizations for Cytotechnologists in the United States: the American Society of Cytopathology (ASC), the American Society for Clinical Pathology (ASCP), the American Society for Cytotechnology (ASCT), and the College of American Pathologists (CAP). The role of this committee is to manage the review process for all new and existing programs of cytotechnology and make recommendations to Commission on Accreditation of Allied Health Education Programs (CAAHEP) as to the status of each program for accreditation. Some of the responsibilities of this multi-organization sponsored committee are to ensure compliance with Standards and Guidelines for CAAHEP and to design and propose a curriculum for a Master's program based on evolving cytotechnologist roles and unmet needs in pathology. The Master of Diagnostic Cytology will be accredited by CAAHEP and will replace the existing programs (bachelor's and post-baccalaureate programs) currently accredited by CAAHEP.

Stanley J. Radio, MD

Dr. Radio has served as the Medical Director of the cytotechnology program since its inception at UNMC. He is currently a practicing cytopathologist at Nebraska Medicine. He has previously served a member of the CPRC and is a current site visitor for accreditation.

Mary McGaughey, CT (ASCP)^{cm}

Mary McGaughey is an alum ('10) of UNMC's cytotechnology program and is currently employed as a high complexity technologist for Nebraska Medicine. Her position encompasses many of the new competencies that will be added through the Master of Diagnostic Cytology degree. Her current position demonstrates the need for, and value of the proposed MDC degree.



Cytotechnology Programs Review Committee

Committee on Accreditation

December 11, 2019

To: Whom It May Concern

Re: Master of Cytopathology Practice

I am writing on behalf of the Cytotechnology Programs Review Committee (CPRC), which is sponsored by four national organizations for Cytotechnologists in the United States, the American Society of Cytopathology (ASC), American Society for Clinical Pathology (ASCP), American Society for Cytotechnology (ASCT), and the College of American Pathologists (CAP). The role of the CPRC is to manage the review process for all new and existing programs of cytotechnology and make recommendations to the Commission on Accreditation of Allied Health Education Programs (CAAHEP) as to the status of each program for accreditation.

Recently, the CPRC has developed new Standards and Guidelines, which include the requirement to provide a Master's level degree in Cytology as well as offer a curriculum that represents entry entry-level competencies at the Master level. This advanced curriculum is based on the evolving roles and unmet needs in anatomic pathology. The Master of Cytopathology Practice programs will be accredited by CAAHEP and will replace the existing Programs (Bachelor's and post-baccalaureate programs) currently accredited by CAAHEP. The goal for all Programs to change to the Master's level is by 2025. Therefore, we commend the University of Nebraska for leading the initiative.

We have reviewed the University of Nebraska Medical Center's Cytotechnology Program's proposed curriculum for the Master of Cytopathology Practice degree and feel confident it encompasses the new entry-level competencies the CPRC has developed.

Sincerely,

Karen M. Atkison

Karen M. Atkison, MPA, CT(ASCP)CMIAC, *Chair*
Cytotechnology Programs Review Committee

cc CPRC Members

SPONSORING SOCIETIES





January 6, 2020

To Whom It May Concern:

Re: Master of Cytopathology Practice

I am the Medical Director of the Cytotechnology Program and the University of Nebraska Medical Center. I am writing this letter in support of changing the current Post-Baccalaureate program to a Master's level program. The Cytotechnology Programs Review Committee (CPRC) and the Commission on Accreditation of Allied Health Education Programs (CAAHEP) will mandate this change in the next 5 years. Changing to a Master's degree before it becomes mandatory allows UNMC to be nationally recognized as a leader.

I have been involved in creating the curriculum for the master's level program, which include the entry-level competencies developed by the CPRC. This advanced curriculum is based on the evolving roles and unmet needs in anatomic pathology. UNMC's Master of Cytopathology Practice program will be accredited by CAAHEP and will replace the existing post-baccalaureate program.

I have reviewed the proposed curriculum for the Master of Cytopathology Practice program and am confident it encompasses the new entry-level competencies the CPRC has developed for the master's level degree.

Sincerely,

A handwritten signature in black ink that reads "S. Radio".

Stanley J. Radio, M.D.
Professor and Medical Director
Cytology Program

TABLE 1: PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM
UNMC Master of Diagnostic Cytology

	(FY 2022) Year 1		(FY 2023) Year 2		(FY 2024) Year 3		(FY 2025) Year 4		(FY 2026) Year 5		Total	
	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost
Personnel												
Faculty ¹	0.25	\$22,383	0.25	\$23,054	0.25	\$23,746	0.25	\$24,459	0.25	\$25,192	0.25	\$25,192
Professional												
Graduate Assistants												
Support Staff ²	0.25	\$16,813	0.25	\$17,317	0.25	\$17,837	0.25	\$18,372	0.25	\$18,923	0.25	\$18,923
Subtotal	0.50	\$39,196	0.50	\$40,372	0.50	\$41,583	0.50	\$42,831	0.50	\$44,115	0.50	\$44,115
Operating												
General Operating ³		\$9,799		\$10,093		\$10,396		\$10,708		\$11,029		\$11,029
Equipment												
Library/Information Resources												
Subtotal		\$9,799		\$10,093		\$10,396		\$10,708		\$11,029		\$11,029
Total Expenses		\$48,995		\$50,465		\$51,979		\$53,538		\$55,144		\$55,144
												\$260,121

¹ The existing certificate program includes two full-time faculty. The master's program will require the addition of a 0.25 FTE assistant professor.

² The existing certificate program includes a 0.5 FTE staff role. The master's program will require the addition of 0.25 FTE support role to assist with admissions, clinical affiliations, and general student, faculty, and office support.

³ General operating expenses are based on the College average of 25% of salary and benefits, and includes such costs as accreditation fees, program marketing, disposable equipment and supplies, faculty development and travel, guest lecturers, etc.

All costs are inflated at 3% per year.

TABLE 2: PROJECTED REVENUES - NEW INSTRUCTIONAL PROGRAM
UNMC Master of Diagnostic Cytology

	(FY 2022) Year 1		(FY 2023) Year 2		(FY 2024) Year 3		(FY 2025) Year 4		(FY 2026) Year 5		Total	
	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost
Existing Funds¹												
Required New Public Funds												
1. State Funds												
2. Local Tax Funds (community colleges)												
Tuition and Fees ²		\$54,808		\$85,465		\$87,815		\$90,230		\$92,711		\$411,029
Other Funding												
Total Revenue		\$54,808		\$85,465		\$87,815		\$90,230		\$92,711		\$411,029

¹ The current post baccalaureate program is supported by a combination of state appropriations and revenue generated from curriculum contracts. These resources, \$298,966 annually, will continue to be devoted to the program.

² The existing certificate program includes 32 credit hours completed in year one. The master's program adds 12 credit hours, completed Fall semester of year two. Only the additional tuition revenue is modeled here. The tuition rate is based on the 2020-21 projected flat rate for the certificate program, inflated at 2.75% per year. Tuition generation is based on 10 master's students enrolled in the first year of the program and 15 students annually thereafter, and is net of remissions.