Advisory Board Meeting Agenda
Cardiovascular Technology Program
Florida SouthWestern State College
Via Zoom:
June 17, 2020 - 3:00 p.m.

1. Welcome and Introductions

2. Overview of Graduate Outcomes
    a. Number (1991-2019 = 335, 2019 = 15)
    b. Placement statistics (1991-2019 = 94%, 2019 = 15/15 employed-100%)
    c. RCIS Registry statistics (1991-2019 = 95%, 2019 = 15/15 passed 100%)

3. Classes of 2020, 2021 and the incoming class of 2022
    a. 2020 = 10 scheduled to graduate; Pinning Ceremony on June 19 (Virtual on Zoom)
       2021 = 14 traditional students
       2022 = Accepting applications, interviews in June, selections early July, selection criteria
    b. Attrition/Retention statistics

4. COVID-19

5. Human Resources
    a. Program administration and upcoming transitions
    b. Instructional staff

6. Physical Resources
    a. Simulator Coronary Pro upgrades for 2 Mentice VIST systems (one new system)
    b. James Sublett Donation: 1 Gaumard HAL and 2 TactEx STEMI Steve simulators
    b. Upgrades to the on-campus cath lab and classroom space

7. Clinical Resources and Clinical Coordinator Report
    a. NCH to Tampa General Hospital

8. Curriculum/Program Review

9. Medical Directors Perspective

10. Students Perspective

11. Public Member Input
    a. Community outreach (AHA Heart Walk, Go Red for Women, Heart Week)

12. JRC-CVT/CAAHEP Accreditation Status
    a. CAAHEP/JRC-CVT Continuing Accreditation Reaffirmed July 2019
    b. Continuing to meet and/or exceed all thresholds for Annual Report of Current Status

13. Continuing Education
    a. Transradial approach, future opportunities

14. Baccalaureate Degree in Cardiopulmonary Sciences Update

15. Open Discussion

16. Adjournment

Cardiovascular Technology Program
Florida SouthWestern State College
Advisory Board Meeting
Kenneth P. Walker Health Science Hall Room #A-137
June 5, 2019-3:00 p.m.
Minutes

1. Welcome and Introductions

Jeff Davis welcomed committee members and introductions were made.
Members present:

- *Robert Grohowski, MD, Cardiologist, Millennium Physician, & Medical Director CVT Program*
- *Dr. Paula Tropello, Dean of School of Health Professions*
- *Beth Moss, RN, Lee Health*
- *Brian Crosby, RN, RCIS, Cath Lab Educator, Lee Health*
- *Christine Posedel, Director, Invasive Cardiology HPMC*
- *Angela Trawick, CCL Educator*
- *Ivellise Rio, RCIS, Cath Lab, HealthPark Medical Center*
- *Lara Alexander, CCL Manatee Memorial Hospital*
- *Stephen Cooke, System Director- Invasive Cardiology at NCH*
- *Heleomar Zanga, DNP, RN, CNML, NMF, Cath Lab Manager, Tampa General Hospital*
- *Abraham Zaragoza, RCIS, Lee Health, Graduate 2016*
- *Jean Newberry, RRT-NPS, Program Director, Respiratory Care*
- *Leslie Yaniga, RCIS, Clinical Coordinator, Cardiovascular Technology*
- *Ray Lenius, RCIS, Faculty, Cardiovascular Technology*
- *Sindee Karpel, RRT, Faculty, Respiratory Care & BS-CPS Chair*
- *Tamra Pacheco, Instructional Assistant (Scribe)*
- *Tiffany Bartocci, CVT Student Communications Director of Class 2019*
- *Halley Bennett, CVT student Vice President Class of 2019*
- *Alainna Rodgers, President, Class of 2020*
- *Briana Mottashed, Vice President, Class of 2020*
- *Jeff Davis, RRT, RCIS, Program Director, Cardiovascular Technology Program*

The previous meeting minutes were reviewed and the minutes were accepted.

2. Overview of Graduate Outcomes
    a. Number (1991-2018 = 320, 2018 = 9)
    b. Placement statistics (1991-2018 = 94%, 2018 = 9/9-100%)
    c. RCIS Registry statistics (1991-2018 = 95%, 2018 = 9/9 passed 100%)

Jeff Davis reviewed the data collected regarding graduate outcomes including; number of graduates, 9, from last year (2018), their positive placement, 9 of 9, and RCIS registry, 9 of 9 have been successful on the RCIS exam. The national pass rate for the RCIS exam is approximately 55%. The results of the 2018 graduate and employer surveys were discussed. In general, 80-100% of the graduates felt they had acquired the cognitive, psychomotor and affective skills necessary to function as entry level cardiovascular technologists and that the program resources are appropriate. Additionally, 80-100% of the employers felt, the graduates that they had hired possessed the cognitive, psychomotor and affective skills necessary to function as entry level cardiovascular technologists and that the program resources are appropriate. Additionally, FSW administers course

level student satisfaction surveys. These are also very positive and indicate a high level of student satisfaction. However, response rates for some of these on-line surveys are low. The program personnel will continue working together and try to develop strategies to increase the response rate including reminding students in class and stressing the importance of completing the surveys.

3. Classes of 2019, 2020 and the incoming class of 2021
    a. 2019 = 15 scheduled to graduate; Pinning Ceremony on June 14
       2020 = 11 traditional students
       2021 = Accepting applications, interviews in June, selections early July, selection criteria
    b. Attrition/Retention statistics

Jeff Davis reviewed the number of second year students (15), which represent the Class of 2019; all 15 are scheduled to graduate at the end of the Summer A semester, June 19, 2019. They are all ACLS certified and most have applied for the RCIS exam. Dr. Dave has extended complementary registration to the graduates of 2019 to attend the C3 conference later in June. The class of 2020 is comprised of 11 traditional students. The program is planning on admitting a full cohort of 20 students for the Fall 2019 start date and this number continues to be appropriate and results in class sizes that enable positive student outcomes. The changes to the selection criterion, based on a statistical analysis, were reviewed and determined to be appropriate for the CVT Program. This is the third year that on-line applications have been available for applicants to the CVT Program. Program attrition has been steady and continues to meet the JRC-CVT/CAAHEP threshold. Program Attrition has been in the 28-29% range. Strategies to improve attrition continue to include; open labs, tutorial sessions, implementation of response devices during lectures, posting lecture power points and MP3 audio files of lectures at the course Canvas internet sites. The majority of students admitted are graduating within 2 years of being admitted into the program.

4. Human Resources
    a. Program administration and upcoming transitions
    b. Instructional staff

The current human resources of the CVT Program were outlined for committee members.

- *President, Dr. Jeffrey Allbritten*
- *Provost/Vice President of Academic Affairs, Dr. Eileen DeLuca*
- *Dean, School of Health Professions, Dr. Paula Tropello*
- *Program Director, CVT Program, Jeff Davis, RRT, RCIS*
- *Clinical Coordinator, CVT Program, Leslie Yaniga, RCIS*
- *CVT Faculty, Ray Lenius, RCIS*
- *Instructional Assistant, Tamra Pacheco*
- *Staff Assistant, Martha Pena*

Dr. Tropell joined FSW as the Dean, SoHP in February 2019. The program is continuing to utilize Clinical Associates to provide supplemental instruction during laboratory courses. The CVT program expressed its appreciation of the cath lab employers giving their staff time off to come on campus and help with the laboratory courses. The consensus of the advisory board and the program is that the human resources are sufficient and meet the needs of the program.

5. Physical Resources
    a. Simulator Coronary Pro upgrades for 2 Mentice VIST systems
    b. Upgrades to the on-campus cath lab and classroom space

The programs classroom and laboratory resources were reviewed and determined to be more than appropriate. The Program Resource Survey completed by Students and Program personnel both indicate over 80% of respondents strongly agree or agree the physical resources are appropriate. The classroom offers a teaching podium with computer and internet access, document/object camera projector, and overhead projector. The lab includes a cardiovascular catheterization laboratory and WITT physiological monitoring system with archived images so that students can practice in a realistic environment. The lab also includes two Mentice VIST Endovascular Simulators with the following modules; diagnostic coronary and left ventricular grams, coronary intervention, carotid diagnostic and intervention with distal protection, renal diagnostic and intervention, iliac and SFA diagnostic and intervention. The Mentice VIST Endovascular Simulators have recently been upgraded with the newest version of the Coronary Pro software. This upgrade will enable students to practice procedures for both the femoral and radial artery access sites and simulate ACS/STEMI cases. The additional simulator will further enhance instruction in laboratory courses. The program has recently completed renovations in the lab/classroom space. Renovations include a new flat screen monitor in the cath lab with the ability to view images from up to four inputs (just like the hospital cath labs), a new monitor/smart board in the classroom area that is also slaved to the cath lab monitor, a new computer and teaching podium, and a reconfiguration of the classroom space. The consensus of the advisory board and the program is that the physical and financial resources are sufficient and meet the needs of the program.

6. Clinical Resources and Clinical Coordinator Report
    a. NCH to Tampa General Hospital

The second year students have had rotations through Naples Community Hospital, Physicians Regional Healthcare System, Gulfcoast Medical Center, HealthPark Medical Center, Cape Coral Hospital, Bayfront Health Port Charlotte, Charlotte Heart and Vascular Institute, Fawcett Memorial Hospital, Manatee Memorial Hospital, Sarasota Memorial Hospital, and Tampa General Hospital. Tampa General is the newest clinical site and is proving to be a valuable addition to the program. Heleomar Zanga, from Tampa General, stated that they barely have to train our students since they know what they are doing. They want more of our students and are hiring two graduates for the class of 2019. At this time about half of the class of 2019 have received job offers. All students go to 5 hospitals and complete at least 500 hours in level 2 facilities. The next facility we are working on an affiliation agreement is Venice Regional. The CVT program has begun utilizing Trajecsys for clocking in and out and for clinical evaluations in order to move to a paperless system. Professor Yaniga will be going over the Trajecsys system with the clinical preceptors. Professor Leslie Yaniga, RCIS and clinical personnel all report that the students are functioning well and developing the psychomotor skills, knowledge base and affective attributes to allow them to function as cardiovascular technologists in the cath labs. Professor Yaniga also reported that she continues to increase mentoring opportunities for second year students by including them in selected laboratory classes where they work with first year students as they work to develop their psychomotor clinical skills. Suggestions to enhance the clinical component of the program include incorporating clinical simulation and observing live cases earlier in the program. The consensus of the advisory board and the program is that the clinical resources are sufficient and meet the needs of the program.

7. Curriculum/Program Review

Jeff Davis reported the CVT curriculum continues to be based on the 2015 Educational Guidelines for Invasive Cardiovascular Technology Personnel in the Cardiovascular Catheterization Laboratory. These guidelines were developed by the Society of Invasive Cardiovascular Professionals (SICP) and are referenced by the JRC-CVT/CAAHEP in the Standards for accreditation. At the request of Lee Health, EPIC training for all CVT students will be done at the beginning of the second year, as

students begin their formal clinical coursework. The program is continuing to increase the use of simulation in the primary lab courses, CVT 1800L, CVT 1801L, and CVT 2805C. Additionally, CVT 2620C and CVT 2805C had been offered in the Spring A and Spring B mini-semesters, they are now both offered for the entire Spring semester. This has proven to be a positive change in the curriculum. The program is considering a similar change in CVT 1800L by offering it in the full Spring semester instead of during Spring B only. Cardiovascular Credentialing International (CCI) will be incorporating a new RCIS Exam matrix effective July 1, 2019. Ray and Leslie will take the exam this Summer or Fall to ensure that they are covering all of the material to prepare the students for the RCIS exam. The program will continue to make any adjustments necessary in order to incorporate any relevant content into the existing curriculum. The consensus of the advisory committee is that the curriculum is very appropriate and the fine-tuning of the curriculum that has been done has strengthened the program. Antidotal comments reflect the feeling that the curriculum and program does a good job addressing the professional education needs of the cardiac care community. Additional enhancements to the curriculum include incorporating advances in the profession including transradial access, IVUS, OCT, FFR, iFR, vascular diagnostic and interventional procedures, structural heart repair (catheter based heart valve repair/replacement, septal defect & PFO closure, and left atrial appendage closure).

8. Medical Directors Perspective

Dr. Grohowski indicated that, from his perspective, the graduates of 2018 and the class of 2019 have developed the skills and knowledge to function at or above the level of entry level cardiovascular technologists. His clinical experiences with the current class have been favorable and they appear to be developing well. He indicated they are developing into strong confident technologists and that they did a good job with their case study presentations earlier in the day. He indicated he was not in the cath lab at this time because he is now working with Millennium Physician group. Based on his cath lab involvement going forward, the option of using co-medical Directors exists and Dr. Grohowski indicated he would be happy to discuss this option in the future. Dr. Grohowski expressed the importance of graduating students of the highest caliber and that the quantity of graduates should not be compromised by decreasing quality. He advised the students to continue to keep up to date in the rapidly evolving fields of invasive cardiology.

9. Students Perspective

Tiffany Bartocci and Halley Bennett provided the perspective for the second year students that will graduate Summer of 2019. They expressed a high level of student satisfaction with the program and that the students were proud to be a part of the program. They also stated it has been a wonderful program and good clinical rotations. They expressed that are comfortable in the cath labs. They also expressed the class's appreciation of the clinic sites and the staff that works with them during their clinical rotations. The first year students, Alainna Rodgers and Briana Mottashed, also indicated they had a very high level of satisfaction with the program. They also liked the fact the course websites were pre-populated with PowerPoints and handouts prior to their classes, and the availability of MP3 audio files for select lectures. They felt the ability to take home disposable cath lab supplies was helpful and felt the "shadow days" exceeded their expectations. Abraham Zaragoza provided the perspective of a graduate of the CVT program. He also expressed a high level of satisfaction with the program and indicated he felt he was well prepared for his responsibilities working the Southwest Florida cath labs and for the RCIS exam. The graduates were also invited to attend the C3 conference in Orlando and they expressed that this was a very valuable experience. Dr. Dave has also invited the graduates of 2019 to the C3 conference later in June.

10. Public Member Input
    a. Community outreach (AHA heart Walk, Go Red for Women, Heart Week)

Lauren Nutter, Development Director American Heart Association, was unable to attend. In prior conversations with Jeff Davis, she identified several community outreach programs that the CVT program and students are involved with. These include the AHA Heart Walk, Go Red for Women, and Heart Week. The CVT program and students will continue working together on these initiatives.

11. JRC-CVT/CAAHEP Accreditation Status
    a. Self-Study Submitted January 2019, On-Site Review March 2019, CAAHEP July 2019
    b. Continuing to meet and/or exceed all thresholds

Jeff reviewed the accreditation Standards and Thresholds, and the Goals of the program. The CAAHEP/JRC-CVT accreditation self-study was submitted in January, 2019, and the on-site review visit was completed in March, 2019. The site review team indicated they felt all JRC-CVT/CAAHEP Standards were met or exceeded and they described a number of program strengths. There were no recommendations and no unmet Standards. The next CAAHEP meeting will be in July, 2019, and the re-affirmation recommendation will be made at that time. The CVT Program has completed the CAAHEP/JRC-CVT Report of Current Status (Annual Report). All accreditation thresholds and goals have been met or exceeded. The program continues to meet or exceed all accreditation Standards and thresholds and remains on continuing accreditation. The consensus of the advisory board and the program is that the CVT Program goals are appropriate and continue to meet the needs of the program.

12. Continuing Education
    a. Transradial approach, future opportunities

Professor Yaniga has developed an on-line/simulation CEU offering for the transradial approach for cardiovascular catheterization. The course has been designed for working professionals desiring to enhance their knowledge and skills for transradial procedures. The program will work with the clinical affiliates and is happy to explore any potential continuing education opportunities that may be helpful.

13. Baccalaureate Degree in Cardiopulmonary Sciences Update

The B.S. Degree Program in Cardiopulmonary Sciences (CPS) is open to the graduates of the Cardiovascular Technology and Respiratory Care Programs who have received either the RCIS or RRT Certifications. The program began offering courses in the Spring 2011 semester and continues to offer courses during the Fall, Spring and Summer semesters. The B.S. CPS Program continues grow with a significant number of students coming from the CVT Program and profession. Approximately 28% of the CVT graduates from 2016, 2017, and 2018 are enrolled in or have graduated for the B.S. CPS Program. Some of the graduates of the program have continued their education in Medical and Physician Assistant Programs. As Dr. Elsberry transitioned to retirement, Professor Sindee Karpel has assumed the BS CPS Chair position. Professor Karpel would like to establish an Advisory Board for the CPS Program and will be interested in working with any existing Advisory Board members from the A.S. CVT Program. She also indicated she would like to pursue CoARC Accreditation as a Degree Completion Program. A motion was made by Ray Lenius, and seconded by Brian Crosby, to formally begin Degree Completion Accreditation process. The Committee unanimously voted in favor. Miami Dade and ElCentro College in Texas are interested in articulation agreements with our program for their CVT and RC graduates. The Advisory Committee expressed a high level of support for this program and feel it will offer additional educational and professional opportunities for existing Cardiovascular Technologists and Respiratory Therapists.

12. Open Discussion

Jeff distributed the JRC-CVT/CAAHEP Resource Assessment Survey for the Advisory Committee to fill out.

The committee members express their gratitude for the Cardiovascular Technology program and indicated they were pleased with the number and quality of the graduates.

13. Adjournment
The meeting was adjourned at 4:30 pm.

FLORIDA SOUTHWESTERN STATE COLLEGE CARDIOPULMONARY TECHNOLOGIES CRITERIA FOR ADMISSION

Admission into the Respiratory Care or Cardiovascular Technology Program is a simple process. **Phase I** evaluates applicants according to the number of points earned through: cumulative grade point average, math/science grade point average, and number of credit hours earned by or before the application deadline of **May 31st.** Courses not completed by the deadline are not considered. Following application submittal, the candidate will be informed of the dates available and complete the online scheduling process for the Watson-Glaser Critical Thinking Exam.

Phase I: Academic + Critical Thinking Exam

GPA points are based on college credits, with a minimum of eleven credits of college course work for the overall GPA and a minimum of seven credits in the co-requisite math/science courses, for the Math/Science GPA

Criteria		Points	Maximum Points Obtainable
Overall GPA x 10			**40**
Math/Science GPA x 10			**40**
Watson Glaser Score			**40**
Educational Experience			**13**
Credits	Points		
100+	13		
92 -99	12		
84 – 91	11		
76 – 83	10		
68 – 75	9		
60 – 67	8		
52 – 59	7		
44 – 51	6		
36 – 43	5		
28 – 35	4		
20 – 27	3		
12 – 19	2		
4 – 11	1		
< 4	0		
Phase I Total Score			**133**

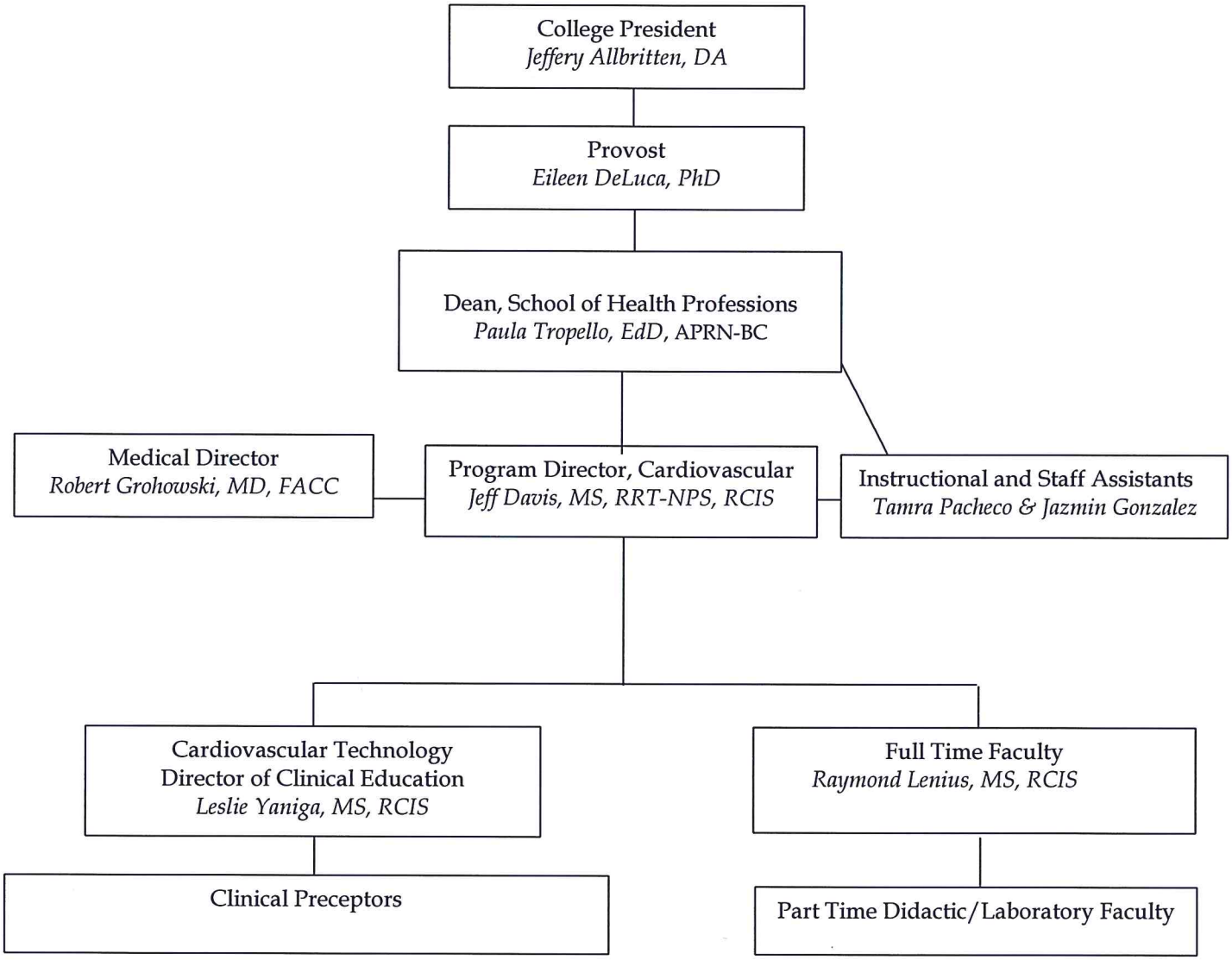
Phase II: Interview (pass/fail)

Phase II evaluates the affective and communication skills of applicants using an Admissions Panel interview. Only applicants who have met a minimum number of Phase I points will be scheduled for an interview. Successfully passing the interview is required for continuing in the admissions process. Those candidates with the highest total points from **Phases I and II** are offered admission in rank order. Applicants will be notified of admission status starting the first week of July.

***Interviews to be scheduled beginning early June for the applicants with the most Phase I points.**

FLORIDA SOUTHWESTERN STATE COLLEGE

Cardiovascular Technology Program



Florida SouthWestern State College 2019-2020
Cardiovascular Technology - AS Degree
77 Credits

FIRST YEAR

Fall Semester	Credit Hours
*MGF 1106 Math for Liberal Arts	3
CHM 2032 Chemistry for Health Sci	3
CHM 2032L Chemistry Health Sci Lab	1
**BSC 1093C or BSC 1085C Anatomy & Physiology I	4
ENC 1101 Composition I	3
RET 1024 Intro Cardiopulmonary Tech	3
Total	**17**

SECOND YEAR

Fall Semester	Credit Hours
CVT 2420C Invasive Cardiology I	6
CVT 2620C Non-Invasive Cardio Tech I	2
CVT 2805C Cardiovasc Interven Pre-Prac	3
CVT 2840L Cardiovascular Practicum II	3
Total	**14**

FIRST YEAR

Spring Semester	Credit Hours
PHY 1007 Physics for Health Sciences	3
BSC 1094C or BSC 1086C Anatomy & Physiology II	4
PSY 2012 Intro to Psychology	3
CVT 1200 Cardiovasc Pharmacology	3
RET 1613C Cardiopulmonary A & P	2
CVT 1800L Cardiovasc Pre-Practicum I Spring B only	3
Total	**18**

SECOND YEAR

Spring Semester	Credit Hours
CVT 2421C Invasive Cardiology II	6
RET 2244 Critical Care Applications	2
CVT 2841L Cardiovascular Practicum III	4
Total	**12**

FIRST YEAR

Summer Semester A	Credit Hours
**MCB 2010C Microbiology	4
CVT 1801L Cardiovasc Pre-Practicum II	3
Total	**7**

SECOND YEAR

Summer Semester A	Credit Hours
CVT 2920 Cardiovasc Tech as Professional	2
CVT 2842L Cardiovascular Practicum IV	4
Total	**6**

FIRST YEAR

Summer Semester	Credit Hours
HUM Humanities (Core Writing Intensive)	3
Total	**3**

*MAT 1033 or Testing may be a requirement for admission into MGF 1106.

**BSC 1010 or Testing is a prerequisite for BSC 1093C and MCB 2010C and should be taken prior to Fall semester.

Note: The math, chemistry and physics co-requisites listed above are the recommended courses; however, it may be possible to substitute another approved general education math, chemistry or physics course. Please see Program personnel for details.

Cardiovascular Technology Program Accreditation Status

The Cardiovascular Technology Program is accredited by the Commission on Accreditation of Allied Health Education Programs in invasive cardiovascular technology, www.caahep.org, CAAHEP, 25400 U.S. Highway 19 N, Suite #158, Clearwater, FL 33763 (727-210-2350), upon the recommendation of the Joint Review Committee on Education for Cardiovascular Technology, www.jrccvt.org, JRC-CVT, 1449 Hill Street, Whitinsville, MA 01588-1032 (987-456-5594).

Cardiovascular Technology Program Mission Statement and Goals

Recognizing the worth and dignity of the individual and society's need for educated cardiovascular technologists, the Program's mission is to provide those post-secondary learning. Consistent with the concepts of college education and dedication to high standards of achievement, the Cardiovascular Technology Program at Florida SouthWestern State College fulfills its mission through the following specific goals and philosophies:

- To prepare competent entry-level cardiovascular technologists in the cognitive (knowledge), psychomotor (skills and competencies), and affective (behavior) learning domains for invasive cardiology.
- The average national certification examination pass rate will be 75 percent or greater over the preceding five years.
- The average job placement rate will be 75 percent or greater within 12 months of graduation over the preceding five years.

The first ideal is that it is recognized that each accepted student is a unique individual with particular talents and educational needs. Program faculty will strive to further develop student talents and fulfill expressed educational needs. The program adheres to the College's theme that Florida SouthWestern State College strives to help students "Dedicate to Graduate."

The second ideal is that the student that completes this program will have gained a special confidence in the educational process. The individual will have "learned how to learn," and feel confident to continue learning as an adult. As a result of completing this program, the graduate will have increased the art of self-discipline which is a primary purpose of higher education.

The third ideal of the program is to provide various learning environments for the student to progress in. The program offers opportunities to learn in several different clinical settings. They include but are not limited to small and large acute care medical facilities and diagnostic centers. The student not only learns the procedures but also is afforded the opportunity to learn under a variety of department management styles and with different types of patient care equipment and patient populations.

The fourth ideal is that the program operates as a competency-based educational system. Students know what they are expected to learn as a result of clearly stated behavioral objectives and evaluation methods. The ideal is to minimize student frustration and maximize effective learning.

JRC-CVT Outcomes Assessment Thresholds

Outcomes/thresholds questions may be directed to your program liaison or William W. Goding, Executive Director at (978) 456-5594 or jrccvt@jrccvt.org

Evaluation System	Cut Score	Threshold
Credentialing Examination **Success** (pass rate) – specific to each concentration/tract	National passing score.	≥ 60% of total number of individuals attempting the examination pass (3-year average)
Credentialing Examination **Participation**		≥ 70% of total number of graduates attempt the respective concentration/tract examination (3-year average)
Retention (Attrition)	Student is matriculated in the program and enrolled or stopped out (i.e. expected to return) –or – has graduated from the program.	≥ 70% retention of the total number of students in the enrollment cohort. (3-year average)
Job Placement	Employed full or part-time in a related field and/or continuing his/her education and/or serving in the military.	≥ 70% positive placement (3-year average)
Graduate Survey – **Success**	A rating of 3 or higher on a 5-point Likert scale for each item/statement.	Each item/statement has at least 80% of the responses rated 3 or higher.
Graduate Survey – **Participation**		≥ 50% of the graduates have returned surveys (3-year average)
Employer Survey – **Success**	A rating of 3 or higher on a 5-point Likert scale for each item/statement.	Each item/statement has at least 80% of the responses rated 3 or higher.
Employer Survey – **Participation**		≥ 50% of the employers have returned surveys (3-year average)

Approved 04/04/2009