



# Alabama Commission on Higher Education

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## New Program Proposal

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The following must be submitted to complete a new program request:

### Submission Checklist:

- New Program Proposal
- Business Plan (<https://www.ache.edu/index.php/forms/>)
- Undergraduate or Graduate Curriculum Plan (<https://www.ache.edu/index.php/forms/>)

### Primary Contact Information

Institution: Coastal Alabama Community College

Contact: Tiffany Scarborough

Title: Dean of Nursing and Allied Health

Email: [Tiffany.Scarborough@coastalalabama.edu](mailto:Tiffany.Scarborough@coastalalabama.edu)

Telephone: 251-580-2256

### Program Information

Date of Proposal Submission: 2/13/2026

Award Level: Associate's Degree

Award Nomenclature (e.g., BS, MBA): AAS

Field of Study/Program Title: Radiologic Technology

CIP Code (6-digit): 51.0911

### Administration of the Program

Name of Dean: Tiffany Scarborough

Name of College/School: Coastal Alabama Community College

Name of Chairperson: Natalie Dukes, Associate Dean-Allied Health

Name of Department/Division: Nursing and Allied Health

### Implementation Information

Proposed Program Implementation Date: 8/1/2027

Anticipated Date of Approval from Institutional Governing Board: 2/16/2026

Anticipated Date of ACHE Meeting to Vote on Proposal: 6/12/2026

SACSCOC Sub Change Requirement (Notification, Approval, or NA): Approval

Other Considerations for Timing and Approval (e.g., upcoming SACSCOC review):



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### I. Program Description

#### A. Concise Program Summary (one paragraph) to be included in ACHE Agenda:

Coastal Alabama Community College requests approval to offer a new Associate in Applied Science (AAS) in Radiologic Technology to be delivered at the Gulf Shores Campus. The proposed program is designed to address documented workforce demand and regional healthcare needs by preparing qualified radiologic technologists to support hospitals, clinics, and diagnostic imaging facilities in the service area. The program aligns with Coastal Alabama's mission to provide workforce-focused education that meets local and regional employment needs.

#### B. Specific Rationale (Strengths) for the Program

List three (3) to five (5) strengths of the proposed program as specific rationale for recommending approval of this proposal.

##### 1. Documented Workforce Demand

The proposed Radiologic Technology AAS program responds to sustained workforce demand for licensed radiologic technologists in Alabama, where hospitals, imaging centers, and physician practices report ongoing recruitment needs due to retirements, population growth, and expanded diagnostic imaging services.

##### 2. Regional Access and Educational Need

Offering the program at Coastal Alabama's Gulf Shores Campus expands access to radiologic technology education in a region with limited local training options, reducing barriers for students who would otherwise need to travel significant distances to pursue this high-demand healthcare credential.

##### 3. Alignment with Workforce and Institutional Mission

The program directly supports state and regional workforce development priorities and aligns with Coastal Alabama Community College's Nursing and Allied Health mission to provide career-focused, high-quality education that prepares graduates for employment in essential healthcare occupations.

#### C. External Support (Recommended)

List external entities (more may be added) that may have supplied letters of support attesting to the program's strengths and attach letters with the proposal at the end of this document.

##### 1. Baldwin Health



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2. North Baldwin Infirmary
3. Mobile Infirmary Medical Center

### D. Student Learning Outcomes

List four (4) to seven (7) of the student learning outcomes of the program.

#### 1. **Perform diagnostic-quality radiographic examinations**

Upon completion of the program, the student will perform routine and non-routine radiographic examinations with a minimum competency score of satisfactory or 75% or higher on clinical competency evaluations and image analysis rubrics, demonstrating accurate patient positioning, appropriate exposure factor selection, and diagnostic image quality.

#### 2. **Implement radiation safety and protection practices**

Upon completion of the program, the student will apply radiation protection principles in the clinical setting by achieving 90% or higher on radiation safety examinations, and by demonstrating 100% compliance with ALARA standards on clinical observation and safety checklists.

#### 3. **Demonstrate professional communication and patient care skills**

Upon completion of the program, the student will demonstrate effective verbal, written, and interpersonal communication and professional behavior by earning a minimum rating of satisfactory or higher on clinical affective domain evaluations, including patient interaction, ethical conduct, and adherence to professional standards.

#### 4. **Apply critical thinking and clinical decision-making skills**

Upon completion of the program, the student will analyze and adapt radiographic procedures to patient condition and clinical requirements by successfully completing case-based assessments and repeat-analysis evaluations with a score of satisfactory or 75% or higher, demonstrating appropriate problem-solving and image outcome evaluation.

#### 5. **Program Operational Outcome: Credentialing Examination Success**

The Radiologic Technology program will maintain a five-year average credentialing examination first-attempt pass rate of at least 75%, as measured by ARRT credentialing examination results obtained within six (6) months of graduation.

#### 6. **Program Operational Outcome: Graduate Job Placement**

The Radiologic Technology program will maintain a five-year average job placement rate of at least 75%, as measured by graduate employment data collected within twelve (12)



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months of program completion, including employment in the radiologic sciences or related advanced education.

### E. Similar Programs at Other Alabama Public Institutions

List programs at other Alabama public institutions of the same degree level and the same (or similar) CIP codes. If no similar programs exist within Alabama, list similar programs offered within the 16 SREB states. If the proposed program duplicates, closely resembles, or is similar to any other offerings in the state, provide justification for any potential duplication.

CIP Code	Degree Title	Institution with Similar Program	Justification for Duplication
51.0911	Radiography	Gadsden State CC	Serves a different geographic area
51.0911	Radiologic Technology	Jefferson State CC	Serves a different geographic area
51.0911	Medical Radiologic Technology	Lawson State CC	Serves a different geographic area
51.0911	Radiologic Technology	Calhoun CC	Serves a different geographic area
51.0911	Diagnostic Imaging-Radiography	Northwest Shoals CC	Serves a different geographic area
51.0911	Radiologic Technology	Southern Union State CC	Serves a different geographic area
51.0911	Radiology -Medical Radiologic Technology	Trenholm State CC	Serves a different geographic area
51.0911	Radiologic Technology	Wallace CC Dothan	Serves a different geographic area
51.0911	Diagnostic Imaging	Wallace State CC Hanceville	Serves a different geographic area

### F. Relationship to Existing Programs within the Institution

Nearly all new programs have some relationship to existing offerings through shared courses, faculty, facilities, etc. Is the proposed program associated with any existing offerings within the institution, including options within current degree programs? **Yes**  **No**

If **yes**, please describe these relationships including whether or not the program will replace or compete with existing offerings: (**Note:** If this is a graduate program, list any existing undergraduate programs which are directly or indirectly related. If this is a doctoral program, also list related master's programs.)

If **not**, please describe how the institution plans to support a program unrelated to existing offerings.

The proposed Associate of Applied Science (AAS) in Radiologic Technology will be offered on an existing campus and housed in an existing institutional building. This facility will be



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renovated and enhanced as a result of the institution being awarded the Alabama Centers for Rural Healthcare Opportunity Grant, which will support the development of instructional, laboratory, and student support spaces specific to the program.

The Radiologic Technology program will be administratively housed within the Nursing and Allied Health Department. While the program will share institutional infrastructure, facilities, and selected support services with other program offerings, the degree program does not overlap with, replace, or compete with any existing academic programs at the institution. Rather, it complements current health sciences offerings by addressing a distinct workforce need in radiologic sciences.

Program oversight will be provided by the Dean and Associate Dean of Nursing and Allied Health, consistent with existing departmental governance structures. A current Campus Director will serve as the local administrator and institutional resource for the Program Director, supporting day-to-day operations, coordination of facilities, and integration with campus services.

The institution has confirmed that adequate physical, fiscal, and administrative resources are already in place to support the proposed program. These resources include instructional space, clinical coordination support, and operational funding necessary to ensure program sustainability and compliance with accreditation standards.

### G. Collaboration

Have any collaborations **within your institution** (i.e., research centers, across academic divisions, etc.) been explored?    **Yes**  **No**

If **yes**, provide a brief explanation of the proposed collaboration plan(s) for the program:

Have collaborations with **other institutions or external entities** (i.e., local business, industries, etc.) been explored?    **Yes**  **No**

If **yes**, provide a brief explanation of the proposed collaboration plan(s) for the program:

Internal and external collaborations have been explored and established to support the successful implementation of the proposed Associate of Applied Science (AAS) in Radiologic Technology.

Within the institution, the Academic Transfer/General Education Department is collaborating with the Nursing and Allied Health Department to ensure that students enrolled in the Radiologic Technology program have access to all required general education coursework and appropriate academic support. In addition, Student Services has been engaged in planning efforts related to student recruitment, advising, and support services to ensure students receive timely guidance from admission through program completion.

Externally, the institution has engaged local healthcare and imaging providers who have agreed to serve as clinical education sites for Radiologic Technology students. These industry partners will provide supervised clinical placements that support program learning outcomes and offer workforce support by facilitating graduate employment opportunities.



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These partnerships strengthen the program’s alignment with regional workforce needs and support student transition from education to employment.

### H. Programmatic Accreditation

Select the appropriate program accreditor from the drop-down menu below:

Joint Review Committee on Education in Radiologic Technology (JRCERT)

Provide a detailed timeline for gaining accreditation (i.e., when will full candidacy be reached?):

Coastal Alabama anticipates accepting students into the Radiologic Technology program beginning Fall 2027. A site visit is expected to occur in Fall 2027 or Spring 2028, with full accreditation anticipated in 2028.

### I. Professional Licensure

Will the program be considered a Professional Licensure Program based on the following definition:    **Yes**    **No**

**Professional Licensure Program:** As defined in federal regulations, an instructional program that is designed to meet educational requirements for a specific professional license or certification that is required for employment in an occupation or is advertised as meeting such requirements.

If **yes**, please explain:

Program graduates will be eligible to apply to take the American Registry of Radiologic Technologists (ARRT) certification examination in Radiography. State licensure is not required.

Select the appropriate licensure body from the table below:

Choose an item.

Select the appropriate license from the table below:

Choose an item.

### J. Professional Certification

Will students earn industry certifications while completing the degree or be prepared for industry certifications upon graduation?    **Yes**    **No**

If **yes**, please explain:

Students do not earn an industry certification during completion of the degree. However, upon successful completion of the program, graduates are eligible to apply for the American Registry of Radiologic Technologists (ARRT) certification examination in Radiography, which leads to the Registered Technologist (RT[R]) credential.



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### K. Admissions

Provide any additional admissions requirements beyond the institution's standard admissions process/policies for this degree level. Include prerequisites, prior degrees earned, etc.

Minimum admission requirements are as follows:

1. Unconditional admission to the College and active student in good standing (minimum, cumulative 2.0 GPA).
2. Submit original transcripts from all colleges/schools attended and high school transcript to the Registrar or Admissions Office by application deadline.
3. Submit a completed Radiologic Technology program application by the stated deadline.
4. Hold a minimum GPA of 2.5 for the academic core courses in the program or cumulative 2.5 GPA if a high school student without prior college coursework.
5. Be eligible for ENG 101, MTH 100, and BIO 201.
6. Meet essential eligibility criteria.
7. Applicants must be at least 18 years of age by the program start date (Alabama Department of Public Health: Radiation Control Chapter Rule 420-3-26-.03(6) Occupational Radiation Dose Limits: States that occupational workers employing ionizing radiation should be at least 18 years of age.)
8. ACT score minimum 18

Admission to the Radiologic Technology program is competitive, and the number of students is limited by the number of faculty members and clinical facilities available. Meeting the minimum requirements does not guarantee acceptance.

Contractual agreements between the College and clinical agencies impose additional requirements on students enrolled in health programs. These requirements include, but are not limited to, the areas of confidentiality, criminal background check, liability insurance, and substance abuse screening. Health insurance coverage is required.

### L. Mode of Delivery

Provide the planned delivery format(s) of the program as defined in policy (i.e., in-person, online, hybrid). Please also note whether any program requirements can be completed through competency-based assessment.

The program is delivered in an in-person format. While the program is not competency-based, students are required to demonstrate specific competencies and clinical skills at designated points in the curriculum in order to progress in the program.

Can students complete the entire degree program through distance education (100% online) based on the following definition?      **Yes**  **No**

**Distance Education:** An academic program for which required instructional activities can be completed entirely through distance education modalities. A distance education program may have in-person requirements that are non-instructional (e.g., orientation, practicum).



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### M. Instructional Site(s)

Provide the planned location(s) where the program will be delivered (i.e., main campus, satellite campus, off-campus site.) If the program will be offered at an off-campus site, provide the existing site name or submit an **Off-Campus Site Request** if new.

The program will be delivered in person at Coastal Alabama's Gulf Shores Campus, which is considered an off-campus instructional site. This site is not new. Clinical and practicum experiences will take place in approved healthcare settings that provide the appropriate radiologic technology training experiences.

Will more than 50% of this program be offered at an off-campus site(s) Yes  No

If **yes**, which sites?

### N. Industry Need

Using the federal **Standard Occupational Code (SOC) System**, indicate the top three occupational codes related to post-graduation employment from the program. A full list of SOC codes can be found at <https://www.onetcodeconnector.org/find/family/title#17>.

SOC 1 (**required**): 29.2034

SOC 2 (optional):

SOC 3 (optional):

Briefly describe how the program fulfills a specific industry or employment need for the State of Alabama. As appropriate, discuss alignment with Alabama's Statewide or Regional Lists of In-Demand Occupations (<https://www.ache.edu/index.php/policy-guidance/>) or with emerging industries as identified by [Innovate Alabama](#) or the [Economic Development Partnership of Alabama](#) (EDPA).

The proposed Radiologic Technology program directly responds to specific industry and employment needs in the State of Alabama. According to the Alabama Demand Occupations list, *Radiologic Technologists and Technicians (SOC 292034.00)* is recognized as an in demand occupation with sustained employment and openings across the state and workforce regions, reflecting ongoing workforce demand for trained imaging professionals.

National and state analyses also show that employment for radiologic technologists and related healthcare imaging professionals is expected to continue trending upward as healthcare services expand, particularly driven by factors such as an aging population and the increasing use of diagnostic imaging in medical care.

By preparing students for entry into radiologic technology careers and certification eligibility, the program addresses a documented workforce need for skilled imaging professionals in diverse



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clinical settings throughout Alabama. This alignment with the state's in-demand occupations underscores the program's role in supporting regional healthcare systems and improving access to qualified radiologic technologists across urban and rural communities.

### O. Additional Education/Training

Please explain whether further education/training is required for graduates of the proposed program to gain entry-level employment in the SOC occupations selected above.

Graduates of the proposed Associate of Applied Science (AAS) in Radiologic Technology program are prepared for entry-level employment as Radiologic Technologists (SOC 29-2034.00) immediately upon completion of the program and successful attainment of the ARRT certification. No additional formal education is required beyond the AAS degree; however, graduates must successfully pass the ARRT credentialing examination to practice in Alabama.

The program is designed to ensure that all required didactic, laboratory, and clinical competencies are met, enabling graduates to transition directly into the workforce in hospitals, clinics, and other healthcare settings. While additional specialization or advanced certifications (e.g., CT, MRI) are optional for career advancement, they are not required for initial entry-level employment within the selected SOC occupation.

### P. Student Demand

Please explain how you projected the student enrollment numbers in the **Business Plan, Lines 24-27** and provide evidence to substantiate student demand (i.e., surveys, enrollments in related courses, etc.).

Student enrollment projections for the proposed Radiologic Technology program were developed using multiple sources of internal and external evidence to substantiate sustained interest and workforce need.

Internally, exit surveys from current health sciences programs consistently demonstrate strong student interest in healthcare-related fields, with many respondents expressing specific interest in radiologic technology. Faculty, advisors, and student support staff also report high demand for Radiologic Technology through face-to-face interactions with prospective students during recruitment and advising sessions. In addition, registrations in the health science pathway have increased over 300% since 2023, indicating a rapidly growing pipeline of students prepared and interested in allied health programs.

Externally, the program has relied on input from advisory boards and key healthcare stakeholders, who consistently highlight a workforce shortage of trained radiologic technologists and support the development of additional educational opportunities to meet this need. Together, these internal data, observed enrollment trends, and stakeholder feedback provide a strong evidence base for projecting that the program will achieve robust student enrollment in the initial years and sustain growth over time.

Student enrollment projections for business plan lines 24–27 were developed based on planned cohort size, admission frequency, and instructional capacity. The program is designed to admit



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one cohort annually each fall semester. For the initial year of implementation, enrollment is conservatively projected at a minimum of 24 students to allow for program start-up. Beginning with the second cohort and each year thereafter, enrollment is projected at approximately 40 students per cohort. This increase reflects anticipated program stabilization, expanded clinical capacity, and projected student demand for Radiologic Technology education in the region. These assumptions were used to calculate annual enrollment totals and associated projections in the business plan.

### II. Program Resources and Expenses

#### A. All Proposed Program Personnel

Provide all personnel counts for the proposed program.

Employment Status of Program Personnel		Personnel Information		
		Count from Proposed Program Department	Count from Other Departments	Subtotal of Personnel
Current	Full-Time Faculty			
	Part-Time Faculty			
	Administration			
	Support Staff			
**New To Be Hired	Full-Time Faculty	2		2
	Part-Time Faculty			
	Administration			
	Support Staff			
<b>Personnel Total</b>			<b>2</b>	

Provide justification that the institution has proposed a sufficient number of faculty (full-time and part-time) for the proposed program to ensure curriculum and program quality, integrity, and review:

The institution has proposed a sufficient and appropriate number of faculty and support personnel to ensure the quality, integrity, and ongoing review of the Radiologic Technology Program on the Gulf Shores Campus. The staffing plan includes the hiring of a full-time Program Director and a Fieldwork (Clinical) Coordinator, both of whom will serve as faculty members. These positions are required by the Joint Review Committee on Education in Radiologic Technology (JRCERT) and are essential to ensuring compliance with accreditation standards, effective curriculum delivery, clinical coordination, student assessment, and continuous program evaluation. In addition, the institution may consider hiring one support staff member to provide administrative support for allied health programs, including Radiologic Technology, in the future. This staffing model is sufficient to support instructional effectiveness, clinical education oversight, accreditation compliance, and sustained program quality as the program is implemented and grows.



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**Note:** Include *any new funds* designated for compensation costs (faculty, administration, and/or support staff to be hired) in the **Business Plan, Line 7 - Personnel Salaries and Benefits**. Current personnel salary/benefits **should not be included** in the Business Plan.

New funds have been designated in the Business Plan to support personnel compensation for the proposed Radiologic Technology Program. As reflected in Line 7 – Personnel Salaries and Benefits, an annual total of \$233,491.00 has been allocated to support two full-time faculty positions: a Program Director and a Clinical (Fieldwork) Coordinator. The annual salary and associated fringe benefits for the first year for the Program Director have been secured through grant funding, reducing the financial burden on institutional operating funds. The remaining funds support the salary and fringe benefits for the Clinical Coordinator. This allocation aligns with accreditation requirements established by the Joint Review Committee on Education in Radiologic Technology (JRCERT) and ensures the institution has sufficient financial resources to recruit and retain qualified faculty necessary to support program implementation, instructional quality, clinical coordination, and ongoing accreditation compliance.

### B. Proposed Faculty Roster\*

Complete the following **Faculty Roster** to provide a brief summary and qualifications of current faculty and potential new hires specific to the program.

**\*Note:** Institutions must maintain and have current as well as additional faculty curriculum vitae available upon ACHE request for as long as the program is active, but CVs are **not** to be submitted with this proposal.

Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
N/A			
Additional Faculty (To Be Hired)			
1	2	3	4
FACULTY POSITION (FT, PT)	COURSES TO BE TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Pending Hire (FT)	RAD courses (UN)	Master's Degree in field/related field	3 years' clinical experience in the professional discipline; 2 years' experience as an instructor in a JRCERT-accredited program; Holds current American Registry of Radiologic Technologists (ARRT) certification and registration, or equivalent, in radiography.
Pending Hire (FT)	RAD courses (UN)	Bachelor's Degree in field/related field	2 years' clinical experience in the professional discipline; on year's experience as an instructor in a JRCERT-accredited program; Holds current American Registry of Radiologic Technologists (ARRT) certification and registration, or equivalent, in radiography.



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Abbreviations: (FT, PT): Full-Time, Part-Time; (D, UN, UT, G, DU): Developmental, Undergraduate Nontransferable, Undergraduate Transferable, Graduate, Dual: High School Dual Enrollment

Course Modality: (IP, OL, HY, OCIS): In-Person, Online, Hybrid, Off-Campus Instructional Site

### C. Equipment

Will any special equipment be needed specifically for this program? Yes  No

If **yes**, list the special equipment and include all special equipment costs in the **Business Plan, Line 8**:

Special equipment necessary to support instruction and laboratory training for the proposed Radiologic Technology Program is reflected in Line 8 of the Business Plan, with an estimated total cost of \$623,541.00. These costs have been fully secured through grant funding. The equipment includes digital radiography (X-ray) systems for the on-campus radiology laboratories, as well as manikins and low-fidelity simulation equipment to support student practice of radiographic procedures in a controlled lab environment. This equipment is essential to providing hands-on instructional experiences that align with program learning outcomes, clinical competencies, and accreditation standards, while ensuring students are adequately prepared for clinical education and entry-level practice.

### D. Facilities

Will new facilities or renovations to existing infrastructure be required specifically for the program?

Yes  No

If **yes**, describe the new facilities or renovations and include all *new* facilities and/or *renovation* costs in the **Business Plan, Line 9**:

Building renovations to an existing facility on the Gulf Shores Campus will be necessary to support the implementation of the proposed Radiologic Technology Program. As reflected in the Business Plan, the estimated cost for these renovations is \$568,192.00, and the required funds have been fully secured through grant funding. The planned renovations will create appropriately designed laboratory space, an instructional classroom, and student support areas to meet programmatic and accreditation requirements. These improvements will ensure the campus provides a safe, functional, and effective learning environment that supports hands-on instruction, student learning, and program quality.

### E. Assistantships/Fellowships

Will the institution offer any assistantships specifically for this program? Yes  No

If **yes**, provide the number of assistantships to be offered and include all *new* costs for assistantships in the **Business Plan, Line 10**.

Explain the function of the Assistantships (i.e., teaching, research, etc.)?:



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### F. Library

Will any **additional** library resources be purchased to support the program? Yes  No

If **yes**, briefly describe new resources to be purchased and include the cost of new library resources in the **Business Plan, Line 11**:

No new library purchases are anticipated, as the institution's library currently maintains a robust collection of resources that adequately support all healthcare fields, including Radiologic Technology.

### G. Accreditation Expenses

If programmatic accreditation was indicated above, please include all accreditation costs in the **Business Plan, Line 12** and itemize and explain below:

Anticipated accreditation-related expenses are outlined in the Business Plan. These expenses are estimated at \$6,075 in the first year and include the application fee for initial accreditation and program site visit fees for two visitors; these initial costs have been secured through grant funding. Additional expenditures related to the site visit, such as lodging and travel, will be incurred as required. Ongoing annual accreditation fees are anticipated to be \$2,650.

### H. Other Costs

Please include all other costs incurred with program implementation, such as marketing or recruitment, in the **Business Plan, Line 13** and explain below:

Other costs outlined in the Business Plan include laboratory supplies estimated at approximately \$14,639 and furnishings estimated at approximately \$84,000; these costs have been fully secured through grant funding.

## III. Program Revenue and Funding

**A. Tuition Revenue:** Please describe how you calculated the tuition revenue that appears in the **Business Plan, Line 17**. Specifically, did you calculate using cost per credit hour or per term? Did you factor in differences between resident and non-resident tuition rates?

**Note:** Tuition Revenue should be proportional to total enrollment.

Tuition revenue reflected in the Business Plan, Line 17, was calculated using the established cost per credit hour rather than a per-term rate. The current institutional cost is \$192.00 per credit hour, which includes both tuition and required college fees. Tuition revenue projections are based on total student enrollment and the number of credit hours students are scheduled to complete in each year of the program. Specifically, each enrolled student will complete 46 credit hours during the first year of the program (Semesters 1–3) and 29 credit hours during the second year (Semesters 4–5). These calculations were based on in-state rates.

**B. External Funding:** Will the proposed program require external funding (e.g., Perkins, Foundation, Federal Grants, Sponsored Research, etc.)? Yes  No



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If **yes**, please include all external funding in the **Business Plan, Line 18** and explain specific sources and funding below:

The College was recently awarded \$1,999,814.08 through the Alabama Centers for Rural Healthcare Opportunity Grant. Of this amount, \$1,413,193.00 will be applied to support the development and implementation of the Radiologic Technology Program, as previously described. The remaining \$586,621.56 will be used to provide student scholarships, helping to support interest and enrollment by covering tuition and fees for students with financial need who are accepted into the program.

**C. Reallocations:** For each year will tuition revenue and/or external funding cover projected expenses?    **Yes**     **No**

If **not**, budget reallocation may be required. Please include all reallocations in the **Business Plan, Line 19** and describe below how your institution will cover any shortfalls in any given year.

For each year of the program, projected expenses are expected to be fully covered by a combination of tuition revenue and external funding.

ACADEMIC DEGREE PROGRAM BUSINESS PLAN									
1									
2	INSTITUTION:	Coastal Alabama Community College							
3	PROGRAM NAME:	Radiologic Technology					CIP CODE:	51.0911	
4	SELECT LEVEL:	UNDERGRADUATE (ASSOCIATE)							
5	ESTIMATED *NEW* EXPENSES TO IMPLEMENT PROPOSED PROGRAM								
6		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
7	PERSONNEL SALARIES & BENEFITS	\$233,491	\$233,491	\$233,491	\$233,491	\$233,491	\$233,491	\$233,491	\$1,634,437
8	EQUIPMENT	\$623,541							\$623,541
9	FACILITIES	\$568,192							\$568,192
10	ASSISTANTSHIPS/FELLOWSHIPS								\$0
11	LIBRARY								\$0
12	ACCREDITATION	\$6,075	\$6,000	\$2,650	\$2,650	\$2,650	\$2,650	\$2,650	\$25,325
13	OTHER COSTS	\$98,639	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$128,639
14	<b>TOTAL EXPENSES</b>	<b>\$1,529,938</b>	<b>\$244,491</b>	<b>\$241,141</b>	<b>\$241,141</b>	<b>\$241,141</b>	<b>\$241,141</b>	<b>\$241,141</b>	<b>\$2,980,134</b>
15	*NEW* REVENUES AVAILABLE FOR PROGRAM SUPPORT								
16		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
17	TUITION + FEES	\$211,968	\$211,968	\$353,280	\$353,280	\$353,280	\$353,280	\$353,280	\$2,190,336
18	EXTERNAL FUNDING	\$1,413,193							\$1,413,193
19	REALLOCATIONS								\$0
20	<b>TOTAL REVENUES</b>	<b>\$1,625,161</b>	<b>\$211,968</b>	<b>\$353,280</b>	<b>\$353,280</b>	<b>\$353,280</b>	<b>\$353,280</b>	<b>\$353,280</b>	<b>\$3,603,529</b>
21	ENROLLMENT PROJECTIONS								
22									
23		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
24	FULL-TIME ENROLLMENT HEADCOUNT	No data reporting	24	40	40	40	40	40	37.33
25	PART-TIME ENROLLMENT HEADCOUNT								0.00
26	<b>TOTAL ENROLLMENT HEADCOUNT</b>		24	40	40	40	40	40	37.33
27	<b>NEW ENROLLMENT HEADCOUNT</b>		24	40	40	40	40	40	37.33
28	Validation of Enrollment		YES	YES	YES	YES	YES	YES	
29	DEGREE COMPLETION PROJECTIONS								
30	<i>Note: Do not count Lead "0"s and Lead 0 years in computing the average annual degree completions.</i>								
31		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
32	DEGREE COMPLETION PROJECTIONS	No data reporting	20	30	30	30	30	30	28.33

## Undergraduate Curriculum Plan

### Undergraduate Curriculum Checklist:

- 1. Overview
- 2. Components
- 3. Options (as required)

## 1. Undergraduate Overview

**Enter the credit hour value for all applicable components (N/A if not applicable).  
The credit hours MUST match the credit hours in the Curriculum Components table.**

Curriculum Overview of Proposed Program	
Credit hours required in <b>General Education</b>	23
Credit hours required in <b>Program Courses &amp; Required Electives</b>	52
Credit hours in <b>Program Options (concentrations/specializations/tracks)</b>	0
Credit hours in <b>Free Electives</b>	0
Credit hours in required <b>Capstone/Internship/Practicum</b>	0
<b>Total Credit Hours Required for Completion:</b>	<b>75</b>

Maximum number of credits that can be transferred in from another institution and applied to the program:	56
Intended program duration in semesters for full-time students:	5
Intended program duration in semesters for part-time students:	7

Does the program require students to demonstrate industry-validated skills, specifically through an embedded industry-recognized certification, structured work-based learning with an employer partner, or alignment with nationally recognized industry standards?:	<b>YES</b>	<b>NO</b>
	<input type="checkbox"/>	<input type="checkbox"/>

If **yes**, please explain (i.e., number of hours required, etc.):

Does the program include any concentrations/ tracks/ options?	<b>YES</b>	<b>NO</b>
	<input type="checkbox"/>	<input type="checkbox"/>

If **yes**, please explain (i.e., define):

## 2. Undegradate Components

Please provide all course information as indicated in the following table. Indicate new courses with "Y" in the associated column. If the course includes a required work-based learning component, such as an internship or practicum course, please indicate with a "Y" in the WBL column.

Insert Additional Rows as Needed				
<b>Institution:</b>	Coastal Alabama Community College			
<b>Program Name:</b>	Radiologic Technology			
<b>Program Level:</b>	UNDERGRADUATE (ASSOCIATE)			
Curriculum Components of Proposed Program				
Course Number	Course Name	Credit Hours	New? (Y)	WBL? (Y)
<b>General Education Courses</b>				
ENG 101	English Composition I	3		
SPH 107	Fundamentals of Public Speaking	3		
Humanities/Fine Arts Elec.	Humanities/Fine Arts Elective	3		
BIO 201	Human Anatomy and Physiology I	4		
BIO 202	Human Anatomy and Physiology II	4		
MTH 100	Intermediate College Algebra (or higher level)	3		
PSY 200	General Psychology	3		
<b>Program Courses and Required Electives</b>		<b>23</b>		
RAD 111	Introduction to Radiography	2	Y	
RAD 112	Radiography Procedures	4	Y	
RAD 113	Patient Care	2	Y	
RAD 114	Clinical Education I	2	Y	
RAD 122	Radiographic Procedures II	4	Y	
RAD 124	Clinical Education II	5	Y	
RAD 125	Imaging Equipment	3	Y	
RAD 134	Clinical Education III	5	Y	
RAD 135	Exposure Principles	3	Y	
RAD 136	Radiation Protection and Biology	2	Y	
RAD 212	Image Evaluation and Pathology	2	Y	
RAD 214	Clinical Education IV	8	Y	
RAD 224	Clinical Education V	8	Y	
RAD 227	Review Seminar	2	Y	
<b>Program Options (enter total credit hours from all options below)</b>		<b>0</b>		
<b>Free Electives</b>				
N/A		0		
<b>Capstone/Internship/Practicum</b>				
N/A		0		
<b>Total Credit Hours Required for Completion:</b>		<b>75</b>		

### 3. Undergraduate Options

Please provide all concentrations/ tracks/ options in the following table. Indicate new courses with "Y" in the associated column. If the course includes a required work-based learning component, such as an internship or practicum course, please indicate with a "Y" in the WBL column.

Insert Additional Rows and Tables as Needed				
<b>Option Name:</b>				
<b>Course Number</b>		<b>Credit Hours</b>	<b>New? (Y)</b>	<b>WBL? (Y)</b>
N/A				
<b>Option's Total Credit Hours Required for Completion:</b>				
<b>Option Name:</b>				
<b>Course Number</b>		<b>Credit Hours</b>	<b>New? (Y)</b>	<b>WBL? (Y)</b>
N/A				
<b>Total Option Credit Hours Required for Completion:</b>				
<b>Option Name:</b>				
<b>Course Number</b>		<b>Credit Hours</b>	<b>New? (Y)</b>	<b>WBL? (Y)</b>
N/A				
<b>Total Option Credit Hours Required for Completion:</b>				



**Baldwin Health**

**1613 North McKenzie Street**

**Foley, Alabama 36535**

February 1, 2026

To Whom It May Concern,

On behalf of Baldwin Health, I am pleased to express our full support for the development of the proposed Radiologic Technology Program at Coastal Alabama Community College.

As a healthcare organization committed to high-quality patient care and workforce development, we recognize the critical need for well-trained radiologic technologists in our community. The establishment of this program will play an important role in addressing current and projected workforce shortages while providing local students with accessible, high-quality educational and career opportunities. Baldwin Health is prepared to serve as a clinical education site for students enrolled in the Radiologic Technology Program, in accordance with applicable accreditation standards, regulatory requirements, and institutional policies. We are committed to providing supervised clinical experiences that support student learning outcomes, professional development, and competency achievement in a real-world healthcare setting.

Our organization values collaboration with academic partners and is confident that our partnership with Coastal Alabama Community College will contribute to the preparation of competent, ethical, and patient-centered radiologic technologists who will strengthen the local healthcare workforce.

We appreciate the opportunity to support this important initiative.

Sincerely,

A handwritten signature in black ink that reads 'Karen Chastang'.

Karen Chastang

Chief Nursing Officer

Baldwin Health

(251) 949-3983

[karen\\_chastang@baldwinhealth.com](mailto:karen_chastang@baldwinhealth.com)



Stefanie Willis-Turner, MSN, BSN, RN, OCN  
Nursing School Partnership & Programs, Director

February 6, 2026

To Whom It May Concern:

On behalf of Mobile Infirmary, I am pleased to provide this letter in support of the development of the proposed Radiologic Technology Program at Coastal Alabama Community College.

As an acute care hospital serving the healthcare needs of our community, Mobile Infirmary recognizes the ongoing demand for qualified, competent radiologic technologists who are prepared to deliver safe, high quality, patient-centered imaging services. The establishment of this program represents an important investment in the education of future healthcare professionals and in the sustainability of the local healthcare workforce.

Mobile Infirmary is committed to serving as a clinical education affiliate for students enrolled in the Radiologic Technology Program, contingent upon the execution of appropriate affiliation agreements and compliance with all applicable accreditation standards, regulatory requirements, and hospital policies. Our facility offers a diverse clinical environment that supports comprehensive learning experiences, exposure to a variety of imaging procedures, and collaboration with licensed radiologic technologists, radiologists, and interdisciplinary healthcare teams.

We believe this partnership will provide students with meaningful, supervised clinical experiences while reinforcing professional standards, patient safety practices, and ethical conduct consistent with the expectations of hospital-based care. Furthermore, this collaboration aligns with our mission to support education, workforce development, and excellence in healthcare delivery.

Mobile Infirmary values our partnership with Coastal Alabama Community College and looks forward to supporting the successful implementation of the Radiologic Technology Program. Please feel free to contact me should you require additional information or documentation.

Sincerely,

*Stefanie Willis-Turner*

Stefanie Willis-Turner, MSN, BSN, RN, OCN  
Nursing School Partnership & Programs, Director  
[Stefanie.Willis@infirmiryhealth.org](mailto:Stefanie.Willis@infirmiryhealth.org)  
(251) 435-7410

North Baldwin Infirmary  
1815 Hand Ave  
Bay Minette, AL 36507

February 2, 2026

To Whom It May Concern,

On behalf of North Baldwin Infirmary, I am pleased to express our full support for the development of the proposed Radiologic Technology Program at Coastal Alabama Community College.

As a healthcare organization committed to high-quality patient care and workforce development, we recognize the critical need for well-trained radiologic technologists in our community. The establishment of this program will play an important role in addressing current and projected workforce shortages while providing local students with accessible, high-quality educational and career opportunities.

North Baldwin Infirmary is prepared to serve as a clinical education site for students enrolled in the Radiologic Technology Program, in accordance with applicable accreditation standards, regulatory requirements, and institutional policies. We are committed to providing supervised clinical experiences that support student learning outcomes, professional development, and competency achievement in a real-world healthcare setting.

Our organization values collaboration with academic partners and is confident that our partnership with Coastal Alabama Community College will contribute to the preparation of competent, ethical, and patient-centered radiologic technologists who will strengthen the local healthcare workforce.

We appreciate the opportunity to support this important initiative.

Sincerely,  
Emily Brewer  
Imaging Manager  
North Baldwin Infirmary  
251-401-1512  
[emily.brewer@infirmaryhealth.org](mailto:emily.brewer@infirmaryhealth.org)



**North Baldwin Infirmary**  
INFIRMARY HEALTH

July 11, 2025

To Whom It May Concern,

On behalf of North Baldwin Infirmary, I am pleased to offer this letter of support for Coastal Alabama Community College's grant proposal to start a Radiologic Technology program. As a healthcare provider committed to excellence in patient care and professional development, we strongly support efforts to increase the number of well-trained radiologic technologists in our region.

North Baldwin Infirmary currently maintains a clinical affiliation with Coastal Alabama Community College and provides clinical education experiences for students enrolled in its Nursing and Allied Health programs. Through this partnership, we have observed firsthand the high quality of academic preparation and professionalism demonstrated by the College's students and faculty.

We are committed to continuing and expanding this affiliation and are pleased to confirm that we will offer clinical placement opportunities for students in the Radiologic Technology program. These placements are essential to the development of competent and confident radiologic technologists who are well-prepared to enter the healthcare workforce upon graduation.

We believe that adding a Radiologic Technology program at Coastal Alabama Community College will directly benefit our facility and the broader healthcare community by addressing workforce shortages, improving patient access to diagnostic imaging services, and supporting the ongoing professionalization of allied health fields.

We look forward to continuing our partnership and to welcoming future students as part of our clinical education team.

Please feel free to contact me directly at 251-580-1780 or [joann.nix@infirmaryhealth.org](mailto:joann.nix@infirmaryhealth.org) if you need any additional information.

Sincerely,

Jo Ann Nix, RN, MSN, CMSRN, CENP  
Vice President/Chief Nursing Officer  
North Baldwin Infirmary  
LTACH Administrator



**North Baldwin Infirmary**  
INFIRMARY HEALTH

North Baldwin Infirmary  
1815 Hand Ave.  
Bay Minette, AL 36507

February 2, 2026

To Whom It May Concern,

On behalf of North Baldwin Infirmary, I am pleased to express our full support for the development of the proposed Radiologic Technology Program at Coastal Alabama Community College.

As a healthcare organization committed to high-quality patient care and workforce development, we recognize the critical need for well-trained radiologic technologists in our community. The establishment of this program will play an important role in addressing current and projected workforce shortages while providing local students with accessible, high-quality educational and career opportunities.

North Baldwin Infirmary is prepared to serve as a clinical education site for students enrolled in the Radiologic Technology Program, in accordance with applicable accreditation standards, regulatory requirements, and institutional policies. We are committed to providing supervised clinical experiences that support student learning outcomes, professional development, and competency achievement in a real-world healthcare setting.

Our organization values collaboration with academic partners and is confident that our partnership with Coastal Alabama Community College will contribute to the preparation of competent, ethical, and patient-centered radiologic technologists who will strengthen the local healthcare workforce.

We appreciate the opportunity to support this important initiative.

Sincerely,

Kenny Breal  
President, North Baldwin Infirmary  
Vice President, IHS Support and Imaging Services  
North Baldwin Infirmary  
251-937-5521  
Kenny.Breal@infirmaryhealth.org