

2004

## **Determination of Why Students Enrolled in Bluefield Regional Medical Center School of Medical Technology Cannot Receive Government Financial Assistance**

James E. Gibberson  
*Old Dominion University*

Follow this and additional works at: [https://digitalcommons.odu.edu/ots\\_masters\\_projects](https://digitalcommons.odu.edu/ots_masters_projects)



Part of the [Education Commons](#)

---

### **Recommended Citation**

Gibberson, James E., "Determination of Why Students Enrolled in Bluefield Regional Medical Center School of Medical Technology Cannot Receive Government Financial Assistance" (2004). *OTS Master's Level Projects & Papers*. 160.

[https://digitalcommons.odu.edu/ots\\_masters\\_projects/160](https://digitalcommons.odu.edu/ots_masters_projects/160)

This Master's Project is brought to you for free and open access by the STEM Education & Professional Studies at ODU Digital Commons. It has been accepted for inclusion in OTS Master's Level Projects & Papers by an authorized administrator of ODU Digital Commons. For more information, please contact [digitalcommons@odu.edu](mailto:digitalcommons@odu.edu).

**DETERMINATION OF WHY STUDENTS ENROLLED IN  
BLUEFIELD REGIONAL MEDICAL CENTER  
SCHOOL OF MEDICAL TECHNOLOGY CANNOT  
RECEIVE GOVERNMENT FINANCIAL  
ASSISTANCE**

**A Research Study  
Submitted to the Graduate Faculty  
of the Department of Occupational and Technical Studies  
at Old Dominion University**

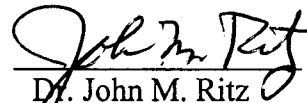
**In Partial Fulfillment  
of the Requirements for  
the Master of Science  
Degree**

**By  
James E. Gibberson II  
July 2004**

**APPROVAL PAGE**

James E. Gibberson II prepared this research paper under the direction of Dr. John M. Ritz in OTED 636, Problems in Occupational and Technical Studies. It was submitted to the Graduate Program Director as partial fulfillment of the requirements for the Degree of Master of Science.

APPROVAL BY:

  
Dr. John M. Ritz  
Advisor and Graduate  
Program Director

  
Date

## ACKNOWLEDGMENTS

The author of this study would like to acknowledge and thank the participants who took part in this research study. Special thanks are given to Mrs. Susan Gibberson, Brandon Gibberson, Kelsey Gibberson, Ms. Vickie Cunningham, Reverend Michael Cunningham, James and Betty Gibberson, and John and Karen O'Neal. The author of this study would also like to thank Dr. John Ritz for his guidance throughout the course of this research study and Masters Program.

James Gibberson

## TABLE OF CONTENTS

APPROVAL PAGE	i
ACKNOWLEDGMENTS	ii
TABLE OF TABLES	iv
TABLE OF FIGURES	v
CHAPTER I – INTRODUCTION	1
Statement of Problem	2
Research Goals	3
Background and Significance	3
Limitations	5
Assumptions	5
Procedures	6
Definition of Terms	6
Overview	8
CHAPTER II – REVIEW OF LITERATURE	10
The History of Financial Aid	10
The Philosophy of Financial Aid	12
Description of the Various Types of Financial Aid	12
Types of Federal Student Aid	13
Eligibility Requirements for Financial Aid	16
Applying for Student Loans	17
Summary	18
CHAPTER III – METHODS AND PROCEDURES	20
Population	20
Research Variables	20
Instrument Design	21
Field Procedures	21
Methods of Data Collection	22
Statistical Analysis	22
Summary	22
CHAPTER IV – FINDINGS	24
Survey Responses Part 1	25
Survey Responses Part 2	31
Summary of Survey Responses	38
CHAPTER V – SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS	39
Summary	39
Conclusions	41
Recommendations	44
BIBLIOGRAPHY	50
APPENDICES	51
Appendix A – Survey	52
Appendix B – Survey Findings	55
Appendix C – Scholarship Applications	57
Appendix D – Interview Questions	71

## TABLE OF TABLES

Table 1: Number of Responses Indicating the School where Training Was Received	25
Table 2: Type of Financial Assistance Obtained by Survey Participants	37

## TABLE OF FIGURES

Figure 1: Expected Family Contribution Formula.	17
Figure 2: Are You a Medical Laboratory Technician?	26
Figure 3: While Attending College Did You Receive Financial Assistance?	26
Figure 4: Was Receiving Financial Aid the Deciding Factor Whether You Went to College or Not?	27
Figure 5: Were You Able to Receive Financial Aid When You Went to Lab School?	28
Figure 6: If You Are a Medical Laboratory Technician, Were You Able to Receive Financial Aid when You Went to Lab School?	29
Figure 7: If Work-Study Programs Were Available, Would You Agree to Work for that Institution for a Set Amount of Time if You Were Awarded a Scholarship?	29
Figure 8: If Scholarships Were Awarded by a Training Facility, Would You Agree to Work for that Institution for a Set Amount of Time If You Were Awarded a Scholarship?	30
Figure 9: If an Institution Were Able to Offer You a Loan, Would You Accept It, Knowing You Had to Pay It Back?	31
Figure 10: The Receipt of Financial Aid Would Allow You to Go to Lab School?	32
Figure 11: The Receipt of Financial Aid Would Allow You to Focus On Your Studies and Not Have to Worry About Having to Find Money for School?	33
Figure 12: Do You Think if Students Could Receive Financial Aid at Bluefield Regional Medical Center School of Medical Technology, There Would be a Higher Enrollment?	34
Figure 13: If Spaces Would be Reserved for a Certain Number of Bluefield State College Students and Bluefield College Students, Do You Think that More Students Would Enroll in the Medical Technology Curriculum a Either Mentioned College?	35

Figure 14: If Spaces Were Reserved for Bluefield State College and Bluefield College and Scholarships Made Available, Do You Think that Both Institutions Would Have More Students Enrolled in the Medical Technology Curriculum?	36
Figure 15: Financial Aid Is Definitely Needed to Help Support Individuals in Their Clinical Training.	45
Figure 16: More Scholarships Need to Be Made Specifically for Students Choosing Medical Technology as a Career.	46



## CHAPTER I

### INTRODUCTION

Admittance to the School of Medical Technology at Bluefield Regional Medical Center requires a step-by-step process that begins the first year the student begins his or her college education. Students from Bluefield State College and Bluefield College, two area institutions of higher learning, use Bluefield Regional Medical Center as part of their education.

An academic affiliation was developed with Bluefield College in 1985 that enabled students to receive college science courses in preparation for the Bluefield Regional Medical Center School of Medical Technology and also enabled the graduate of the School of Medical Technology to receive an Associate of Science Degree in Medical Laboratory Technology. A similar academic affiliation was formalized with Bluefield State College in 1994 (NAACLS Study Guide, 1999, p. 4).

Students should complete at least 34 semester hours to include 8 hours in chemistry and biology, 6 hours in English, and 3 hours each in math, psychology and computer science toward an Associate of Science Degree in Medical Laboratory Technology (NAACLS Study Guide, 1999, p. v). These classes may vary slightly depending on which college the student attends.

Application to the MLT Program is based on college GPA (minimum 2.0 with 2.0 or better in chemistry), ACT scores, attendance records, employment history (if applicable), recommendations, and impressions on the interview (NAACLS, Study Guide, 1999, p. v). The interview that is required of the prospective lab student is held at Bluefield Regional Medical Center usually in the lab classroom or in one of the conference rooms

within the hospital. Each student will interview before the Academic Advisory Committee which consists of the Lab Director, Assistant Lab Director, Department Supervisors, and the Lab School Director. After the interview, each student will be informed of his or her acceptance or non-acceptance to the lab program.

Students, while attending their first year in the Medical Technology Program in area colleges, such as Bluefield State College and Bluefield College, may receive financial assistance from the government, but the second year which consists of clinical training at Bluefield Regional Medical Center laboratory, which is a nationally accredited clinical laboratory, does not qualify for any financial assistance (Isles, 1/7/02, personal interview).

Each year as a new class of students prepares to enter the field of Medical Technology, the same information is shared regarding financial assistance availability, thus shattering the hopes and dreams of many students. As each dream and hope is shattered, the field of Medical Technology loses a valuable asset.

The School of Medical Technology at Bluefield Regional Medical Center has had a long and distinguished history. The lab program has graduated students for the past fifty years (Cunningham, 1/8/02, personal interview). Graduates have gone on to further their careers in laboratory medicine to become specialists in the various departments of the laboratory or have furthered their education in medical school to become physicians.

### **STATEMENT OF PROBLEM**

The problem of this study was to determine why students enrolled in the Medical Laboratory Technology Program at Bluefield State College and Bluefield College were

not eligible to receive government financial aid for the year they attend Bluefield Regional Medical Center for their clinical training in Medical Laboratory Technology. Financial assistance was available for the first year of the Medical Laboratory Technology Program semesters at both stated colleges, but it was not available for the clinical training.

### **RESEARCH GOALS**

The goals established to guide this study were as follows:

1. Determine why students cannot receive government financial assistance while performing their clinical training at Bluefield Regional Medical Center Laboratory?
2. Determine other means in which students may obtain financial assistance in order to pay for their clinical education at Bluefield Regional Medical Center?
3. Determine how can the institutions, Bluefield Regional Medical Center, Bluefield State College and Bluefield College, work together to form a system of financial assistance for students if government financial assistance is not available?

By researching and reaching conclusions for the above goals, answers can hopefully be found and laboratory students may receive the financial assistance needed to fund their clinical year in the Medical Technology Program.

### **BACKGROUND AND SIGNIFICANCE**

The Medical Laboratory Technology Program at Bluefield Regional Medical Center has been in existence for fifty years. Before it was called by its current name, the lab

program was designated as the Certified Laboratory Assistant Program (CLA). The Medical Laboratory Technology Program (MLT) at Bluefield Regional Medical Center is accredited with NCCLS. NCCLS is the National Accrediting Agency for Clinical Laboratory Sciences.

The Clinical Laboratory Improvement Act (CLIA) states that personnel performing highly complex tests (clinical laboratory tests) are required to have an associate degree in clinical laboratory science or a bachelor's degree in science (CLIA, March 2001, p. 1). This has been a requirement of CLIA since April 24, 1995 (CLIA, March 2001, p. 3). Lab personnel who have an associate degree in Medical Technology are designated as Medical Laboratory Technicians. Individuals who possess a bachelor's degree in Medical Technology are referred to as Medical Technologists. Before the Clinical Laboratory Improvement Act of April 24, 1995, individuals were not required to possess a college degree in order to work in the clinical laboratory. The only requirement was that he or she complete training in a certified CLA school. In 1992, the School of Medical Technology fashioned contracts with Bluefield State College and Bluefield College to accept students from both institutions, providing each student had completed the required curriculum of courses set forth by the School of Medical Technology and both colleges. An associate degree would be awarded to each student who finished both the required courses and the clinical training at Bluefield Regional. The duration of required college courses and clinical training usually took two years.

Since CLIA's requirements are more rigorous and exacting, students are being required to obtain either an associate or bachelor's degree. With the ever increasing prices of tuition, students are being forced to apply in hopes to attain government

financial assistance. If a method can be negotiated to enable students to obtain financial assistance during their clinical semester, enrollment will increase and additional trained personnel will be available to the medical community.

### **LIMITATIONS**

This research study was limited for a number of reasons. First, the study was limited to students attending the School of Medical Technology at Bluefield Regional Medical Center. The second limitation was that the study was focusing only on Bluefield State College and Bluefield College. Other limitations were that this study was restricted to students attending the stated colleges and who required financial aid to further their education in medical technology.

### **ASSUMPTIONS**

Before performing the research on this topic, the following assumptions were made.

1. Students applying to the School of Medical Technology are enrolled at Bluefield State College and Bluefield College.
2. Students enrolled in the School of Medical Technology are eligible to receive financial aid.
3. Students would be able to perform much better in the program without the concern and worry of the cost of tuition.
4. If financial assistance were made available, more students would be interested in the field of Medical Technology and thus would want to enroll in the Laboratory Program at Bluefield Regional Medical Center.

## **PROCEDURES**

In order to complete this study, several procedures need to be performed. First, interviews need to take place with the individuals who were responsible for aiding students in obtaining financial aid to find out the reasons why students in clinical laboratory training may not receive financial assistance. Once interviews had taken place, the organizations that issued financial aid must be identified. After identifying these organizations, their regulations must be reviewed and determinations established as to the qualifications of financial assistance. Once these qualifications had been established, recommendations must be made to the various committees mentioned in this chapter as to a solution in the rewarding of financial aid to laboratory students. Also, other recommendations would be made as other alternatives to fund the year of clinical training in the event financial assistance from the government was not available.

## **DEFINITION OF TERMS**

The following is a clarification of terms used in this research study.

1. MLT – Medical Laboratory Technician. The MLT has an associate degree in Medical Laboratory Technology or other related science field.
2. MT – Medical Technologist. The Medical Technologist has a bachelor's degree in Medical Technology or other related science field.
3. CLIA – Clinical Laboratory Improvement Act. The Clinical Laboratory Improvement Act of 1988 (CLIA 1988) determines the personnel and their qualifications in performing laboratory tests.

4. NAACLS – National Accrediting Agency for Clinical Laboratory Sciences.  
NCCLS inspects and accredits schools of clinical laboratory science through the United States.
5. FAFSA – Free Application for Federal Student Aid. This is the form or application used to apply for federal and state student grant, work-study, and loans.
6. EFC – Expected Family Contribution. This calculation is based on a formula to establish a family's financial strength on the basis of the family's income and assets.
7. PIN – Personal Identification Number. The PIN number is the electronic signature of each student who receives financial assistance. With the PIN number the student can keep track of their financial aid account.
8. GED – General Education Certificate. This certificate is earned by an individual who dropped out of high school. This certificate has the same value as a high school diploma. Students who have dropped out of high school must obtain a GED before applying to college and to be eligible to receive financial assistance.
9. ASCP – American Society of Clinical Pathologists. This organization gives examinations for both MLT and MT levels. Students must pass either exam to practice Medical Technology.
10. FFEL – Federal Family Educational Loan. Private lenders provide federally guaranteed funds.

## OVERVIEW

Medical Technologists and Medical Laboratory Technicians are a vital link to health care. With numerous shortages in health care today, institutions must be willing to aid the students that are interested in pursuing careers in health care. This is especially true in the field of clinical laboratory science. Today more than any other time in history, shortages are plaguing clinical laboratories throughout the United States. The reasons for this are many. One reason is mainly due to a lack of students entering the clinical laboratory field. It is imperative that institutions help students in their pursuit of a career in Medical Technology so that the field is supplied with competent personnel. The focus of this study was to understand why financial aid is unavailable for students who are enrolled in their second year of clinical training at Bluefield Regional Medical Center. Also, an emphasis will be placed in the need for financial assistance to aid the prospective lab student. At the conclusion of this study, recommendations will be suggested to Bluefield State College, Bluefield College, the Academic Advisory Committee of the School of Medical Technology, and to the Administration of Bluefield Regional Medical Center as to possible alternatives to financial assistance to laboratory students in the event government aid cannot be obtained.

The following four chapters will include Review of Literature, Methods and Procedures, Findings, and Summary, Conclusions, and Recommendations. Chapter II, Review of Literature, will focus on the literature and data that were used to research this study. It consists of history of financial aid, the philosophy of financial aid, description of the various types of financial aid, types of federal aid, eligibility requirements, and the application process. Chapter III, titled Methods and Procedures, will spotlight the



population studied, discuss research variables, instrument design, field procedures, the methods of data collection used, and the method of statistical analysis used. Chapter IV, Findings, will present the data collected from the survey used in the study. Chapter V, Summary, Conclusions and Recommendations, will discuss the data in support of the goals of the study and suggest recommendations based on the data collected in the study.

## **CHAPTER II**

### **REVIEW OF LITERATURE**

Chapter II of this study is titled the Review of Literature. In this chapter of the research study, financial aid will be defined along with the history and beginnings of financial aid. Along with the beginnings of financial aid, a brief look will be given to the philosophy of financial aid. This section will also describe the types of financial aid, loans and grants. In addition to the various types of financial assistance an explanation will be given describing the eligibility and requirements that individuals must meet in order to qualify for financial assistance.

### **THE HISTORY OF FINANCIAL AID**

The Federal Financial Aid programs are a relatively recent development in the history of Higher Education. Federal funding programs for higher education started in 1944 with the Serviceman's Readjustment Act. This program is more commonly referred to as the GI Bill. This bill became the first student aid legislation enacted by the Federal Government. This Bill was enacted to support the economy by providing opportunities for Veteran's to pursue education and training in order to increase the number of employable individuals within the United States (History and Philosophy of Financial Aid, <http://www.mankato.msus.edu/faids/other/history.htm>).

In 1957, something happened which caught the attention of the American public. In 1957, Russia launched the Sputnik satellite that officially introduced America into the space race. This made the United States appreciate the need for improving scientific, mathematical, and technical skills. Because of the need for improving these skills, the

National Defense Education Act was passed. This Act created the first widely available federal aid program by implementing a student loan program for students pursuing programs in math, science, or modern languages (History and Philosophy of Financial Aid, <http://www.mankato.msus.edu/faids/other/history.htm>).

The Higher Education Act of 1965 was the next significant step in financial aid legislation. The Higher Education Act of 1965 is the current legislation that provides the funding for the federal aid programs. This program is specifically in place to assist students and their families with meeting the various costs that are associated with pursuing a postsecondary education (History and Philosophy of Financial Aid, <http://www.mankato.msus.edu/faids/other/history.htm>).

Since the enactment of the Higher Education Act of 1965, there have been several amendments that have been added to permit more student aid programs to be made available. This type of legislation will usually continue for five years before Congress reviews the legislation. The reviewing process is called reauthorization. Reauthorization is the practice by which Congress reviews current legislations regarding financial aid and makes the necessary changes to the program or legislation. Because the Higher Education Act deals with all components concerning the student aid programs, significant changes can be brought about. These changes include the federal student aid delivery process, student eligibility criteria, and an assortment of administrative regulations which educational institutions must hold fast to when taking part in student aid programs (History and Philosophy of Financial Aid, <http://www.mankato.msus.edu/faids/other/history.htm>).

## **THE PHILOSOPHY OF FINANCIAL AID**

The establishment of the Federal Student Aid Programs was for the purpose of providing financial assistance to families and students of low income who would not otherwise be able to pursue or afford a college education. Financial aid was not developed or intended to endure the full financial funding and costs of a post secondary education. The Federal Student Aid programs were designed to assist the student and their families in encountering the costs of a college education (History and Philosophy of Financial Aid, <http://www.mankato.msus.edu/faids/other/history.htm>).

## **DESCRIPTION OF THE VARIOUS TYPES OF FINANCIAL AID**

The United States Department of Education has various types of Student Financial Assistance programs. There are three distinct types of financial aid that are available for the post-secondary student. These types are Grants, Federal Work Study Programs, and Loans.

Grants are loans that you do not have to pay back. There are two types of grants that are currently available, Federal Pell Grants and Federal Supplemental Educational Opportunity Grants. All students may receive Federal grants except for Graduate Students. Graduate Students do not qualify for grants.

The next type of financial aid available is Federal Work Study. Federal Work Study programs allow the student to work and earn money while being enrolled in a post secondary institution to assist in paying for their education. Graduate students are allowed to apply and receive Federal Work Study Programs.

The last category of financial aid available is the Student Loans. Loans are borrowed money that you must pay back to the Federal Government. There are four types of loans that are currently available to Graduate Students and Undergraduate Students. These four loans are Stafford Loans, Federal Perkins Loans, PLUS Loans, and Consolidation Loans. Consolidation Loans are for repayment only. This type of loan permits the borrower to simplify their loan repayment by combining several types of Federal loans into one loan, thus one loan payment.

As stated earlier, undergraduates may apply and receive grants, loans, and Federal Work Study to aid them in their quest for higher education. Graduate Students however may only receive loans and Federal Work Study according to the Federal Government.

Not all post secondary schools may participate in the Student Financial Aid programs. Those schools that do participate may not participate in all of the available programs. It is the student's responsibility to find out which financial programs are available and then contact the financial aid administrator at that school (The Student Guide – Financial Aid 2002-2003, 2002, p. 7).

### **TYPES OF FEDERAL STUDENT AID**

In the latter section it gave a brief introduction on the types of financial assistance that is currently available for the student. The following paragraph will define each individual loan.

The first type of assistance is the Federal Pell Grant. A Federal Pell Grant is not like a loan. Grants do not have to be repaid. Generally, Pell Grants are only awarded to Undergraduate Students who have not yet earned, but are currently working to earn a

Bachelor's Degree. Full time and half time students are eligible to receive Pell Grants. Pell Grants are received and awarded only on a once a year basis. The amount of money each student will receive will depend on the funding of the program. The maximum amount of money that the Pell Grant awarded in the year 2001-2002 was \$3,750.00 (The Student Guide-Financial Aid 2002-2003, 2002, p. 13).

The next type of loan is the Stafford Loan. Stafford Loans are a major form of financial aid for students. Depending on the school you attend, your Stafford Loans may be made either through the Direct Loan Program or through the FFEL Program. Usually schools participate in either the Direct Loan Program or the FFEL Program, but not both. Both loan programs have identical requirements but differ in the repayment options and the source of the loan funds. The funds from the Direct Loan Program come from the United States government. Under the FFEL Program, the funds for the loan are lent from private lenders such as banks and credit unions (The Student Guide-Financial Aid 2002-2003, 2002, p. 14).

Direct and FFEL Stafford Loans are either subsidized or unsubsidized. Both Direct and FFEL loans are federal loans. The Direct Loan allows eligible students and parents to borrow money directly from the federal government. The FFEL loan borrows from private lender in which the funds are federally guaranteed. A subsidized loan is awarded on the basis of financial need. The borrower (student) will not be charged any interest before repayment begins or during any deferment period. Unsubsidized loans are not awarded on basis of financial need. The borrower (student) will be charged interest from the time the loan is disbursed until the time it is paid in full. Both regular students and half time students are eligible for Stafford Loans (The Student Guide-Financial Aid 2002-

2003, 2002, p. 14). Repayment of the Stafford Loans begins six months after the student graduates, leaves school, or drops below half time enrollment status. This is referred to as the grace period.

The next type of loan is the Federal Perkins Loan. A Federal Perkins Loans is a low interest loan that is made available for both graduate students and undergraduate students that have a financial need. The loan is made with government funds with a share contributed by the school the student is attending. This type of loan is paid to the school. There are no charges or fees associated with the Perkins Loan. However, if the student skips a payment, makes a payment late, or makes less than a full payment, the student may have to pay a late charge (The Student Guide-Financial Aid 2002-2003, 2002, p. 24).

Another type of loan is the Parents Loan for Undergraduate Students (PLUS). PLUS Loans allow parents to borrow money to pay for education expenses for each child who is a dependant undergraduate. PLUS Loans are made available through both the Direct Loans and FFEL programs. If the parents of the student fail to pass a credit check, they may not qualify for PLUS Loans (The Student Guide-Financial Aid 2002-2003, 2002, p. 19).

Consolidation Loans are designed to help students and parents to simplify their loan repayment by allowing the borrower to combine several types of federal student loans into one loan. Consolidation Loans are available from participating lenders such as banks, credit unions, and savings and loan associations (The Student Guide-Financial Aid 2002-2003, 2002, p. 21).

Federal Work-Study programs are campus-based programs that provide part-time jobs to students who need help financing their education and the expenses that the student may

incur while enrolled as a student. Federal funds cover up to seventy-five percent of the student's wages, with the rest of the wages paid by the institution, the employer, or another donor (Student Aid Facts, World Wide Web). Federal Work-Study wages will be at least the current minimum wages. Wages may be higher depending on the type of work the student may be asked to do and the necessary skills that may be required for the student to perform the job. Federal Work-Study programs encourage the student to carry out community service work and work that is related to the student's course of study. The amount the student earns while employed under Federal Work-Study programs cannot exceed the total money that was specified in the Federal Work-Study award. When assigning work hours, the student's employer or financial aid administrator will consider the student's class schedule and academic progress (The Student Guide, Financial Aid 2002-2003, 2002, p. 24).

### **ELIGIBILITY REQUIREMENTS FOR FINANCIAL AID**

In order for students to receive financial assistance from federal aid programs, certain eligibility requirements need to be met. The requirements are as follows. Students must show financial need and possess a high school diploma or a General Education Development Certificate (GED). The student needs to be enrolled or accepted for enrollment as a regular student working toward a certificate in an eligible program. Each student that receives financial aid needs to be a United States Citizen and must possess a valid Social Security Number. Each male student must register with selective service in order to qualify for financial aid. Students must not be in default on any federal student loans and the money that is loaned to the student is used for educational purposes only.



Federal loans will not be awarded to students who have been convicted of selling or possessing illegal drugs. Federal funding will be considered if the student completes an acceptable drug rehabilitation program (The Student Guide, Financial Aid 2002-2003, 2002, p. 7).

### **APPLYING FOR STUDENT LOANS**

When applying for Federal Financial Aid, students must complete the Federal Application Form for Federal Student Aid (FAFSA). This can be accomplished by the internet or by obtaining the FAFSA (paper) form from the financial aid office at the school in which you want to attend. After the student applies for financial assistance, the information the student and student's family supplies is used to determine the Expected Family Contribution (EFC). The formula that is used to calculate the family EFC is established by law and is used to measure the family's financial strength on the basis of income and assets. The EFC formula is represented in Figure 1. The EFC is used to determine the student's eligibility for federal student assistance. If the EFC is below a certain amount, the student is eligible to receive a Federal Pell Grant. The financial aid administrator calculates the cost of attendance and subtracts the EFC. If there is anything left, the student is considered to have a financial need. The financial aid administrator will put together a financial aid package that comes as close as possible to meeting the student's need.

**Figure 1. Expected Family Contribution Formula**

$$\text{Cost of Attendance} - \text{Expected Family Contribution} = \text{Financial Need}$$

The United States Department of Education will issue and mail the student a Personal Identification Number (PIN). The PIN number serves as the student's identifier so that he or she can access personal information regarding their student aid account. This PIN number is very similar as to what an individual would receive from a bank. The PIN number is regarded as the student's electronic signature. No one other than the student should know the PIN number (The Student Guide, Financial Aid 2002-2003, 2002, p. 9).

There are two requirements that a school must have in order to be eligible to disperse financial assistance. These two requirements are that the institutions have a financial officer and a financial administrator. The financial administrator will handle the paper work and put together the financial aid packages for students who are eligible for financial aid. The financial officer is responsible for writing the financial aid checks and distributing the funds where necessary (Lohr, 3/7/02, personal interview).

## SUMMARY

With the establishment of the Serviceman's Readjustment Act, GI Bill, in 1944, financial aid has made it possible for students who could not afford the expenses and tuition of college, to go to school and obtain an education. Financial aid is made possible through various loans, grants, and work-study programs. Most laboratory students were unable to receive the financial assistance needed to complete the clinical year at Bluefield Regional Medical Center School of Medical Laboratory Technology. In the next chapter, Methods and Procedures, past laboratory students, current laboratory students, and future laboratory students will be given a survey as to the obtaining of financial aid. The survey will include comments from the past students, current students as well as the future

students enrolled in the program as to their success in the program without or with the financial worries of paying for the clinical year of training.

The next chapter of this study, titled Methods and Procedures, will focus on the population, research variables, instrument design, field procedures, methods of data collection, and the statistical analysis used in this study.

### **CHAPTER III**

#### **METHODS AND PROCEDURES**

The title of this chapter of this research study is Methods and Procedures. This chapter will focus on the methods that were used in solving and finding a resolution to the problem of this study. Along with the methods that were used in trying to bring resolution, this chapter will also focus on the population that was used in the study, the research variables, and the instrument that was designed and developed to be used in the study. Also included in this chapter are the procedures that were used in the study of the problem, the methods of collection of the data, and the statistical analysis of the data that were collected.

#### **POPULATION**

The population that was studied in this research consisted of several groups of people. Although each group may have one thing in common, they differ in one or two areas. Similarly, the group of individuals that were studied are laboratory technicians. The individuals will differ in the time each one attended the School of Medical Technology at Bluefield Regional Medical Center. Past, current, and future students were used in this study. Future students are to include students that are currently enrolled in the Medical Laboratory Technology Program at Bluefield State College and Bluefield College. Also, the financial administration office of Bluefield State College was included in this study.

#### **RESEARCH VARIABLES**

The variables of this research study were the procedures that were already in place regarding financial assistance. One variable was that the School of Medical Technology

at Bluefield Regional Medical Center is not part of or located on the Bluefield State College or Bluefield College campus grounds. A contract, which was established between both institutions, was included within each school's Medical Technology Curriculum, although it is not part of the actual college campus. In addition to this variable, the MLT program at Bluefield Regional Medical Center is a privately owned program and currently does not have financial assistance administration.

### **INSTRUMENT DESIGN**

The research of this study was conducted and performed as a descriptive study. The instrument that was used was designed to aid in the answering of the research objectives and to reinforce the assumptions that were made for this study. An interview and survey was used to gather information for this study. The survey and interview questions were approved by the research director of the author of this study in order to achieve the required information to bring a possible solution to the research goals. A copy of the survey was located in Appendix A.

### **FIELD PROCEDURES**

The past students that were selected in the research process were randomly selected from the file of graduates that are kept in the classroom at the School of Medical Technology. Future students that are currently enrolled in the MLT curriculum at both schools, Bluefield State College and Bluefield College, were surveyed. The students that are currently enrolled in the laboratory program at Bluefield Regional Medical Center were issued the same survey. The financial aid officer of Bluefield State College was

interviewed for this research study. Due to Bluefield College eliminating their associate degree programs, the financial officer was not interviewed.

### **METHODS OF DATA COLLECTION**

An interview was held on site with the Financial Aid Director of Bluefield State College. Surveys were issued to the instructors at both colleges and the instructors distributed the survey to each student that was enrolled or interested in the Medical Technology Program. Surveys were mailed to past students that were randomly selected. All the information that was obtained by this research process was subject to approval by the research director. The interviews were held in the months of April and May of 2002. The surveys were distributed beginning in April, 2002. Additional information was collected in the same manner beginning with the fall classes beginning in August, 2002.

### **STATISTICAL ANALYSIS**

All collected data was calculated and presented in both percentile and raw scores. Survey data were also reported as means for Likert questions. After the data were calculated, they were placed within tables and figures to assist in illustrating the findings of the research study.

### **SUMMARY**

The individuals that participated in this study were students of Bluefield State College, Bluefield College, and the School of Medical Technology at Bluefield Regional Medical Center. The financial aid officer at Bluefield State College was also included in this research study. The survey and interview questions were developed in order to help

resolve the research objectives that were established for this study. The survey and interview were performed between the months of April and August of 2002. The results of the survey will be explained and reported in Chapter IV of this research study.

## **CHAPTER IV**

### **FINDINGS**

The problem of this study was to determine why students enrolled in the Medical Laboratory Technology Program at Bluefield State and Bluefield College were not eligible to receive financial aid for the year they attended Bluefield Regional Medical Center for their clinical training in Medical Laboratory Technology. Financial assistance was available for the first year of the Medical Laboratory Technology Program semesters at both stated colleges, but not for the clinical training. Within this chapter of the research, the data that were collected will be presented along with the statistical analysis of the data collected from the survey used. Each survey question was assessed in this chapter. Tables and figures representing and supporting the data that were collected during this survey were presented within this chapter.

### **SURVEY RESPONSES**

Surveys were distributed to current and former students of the School of Medical Technology at Bluefield Regional Medical Center, laboratory employees of Bluefield Regional Medical Center, as well as other laboratory employees of other hospitals within a ten-mile radius. Of fifty-four surveys that were distributed, thirty-seven responses were received yielding a 68% response rate.

Survey participants were requested to indicate the school in which their training was received. Of the thirty-seven respondents, twenty-eight indicated the school in which training was received, which included Bluefield Regional Medical Center, Wytheville Community College, Winston-Salem State University, University of Pittsburgh, and



Western Piedmont Community College. Refer to Table 1 for the schools represented by the survey respondents.

**TABLE 1**

<b><u>Number of Respondents Indicating the School Where Training Was Received</u></b>	
<b>School of Medical Technology</b>	<b>Number of Responses</b>
Bluefield Regional Medical Center	22
Wytheville Community College	3
Winston-Salem State University	1
University of Pittsburgh	1
<u>Western Piedmont Community College</u>	<u>1</u>

### **Survey Responses Part 1**

Part 1 of the survey asked each respondent to write in a response or respond to the survey question by indicating yes or no. The responses are as follows.

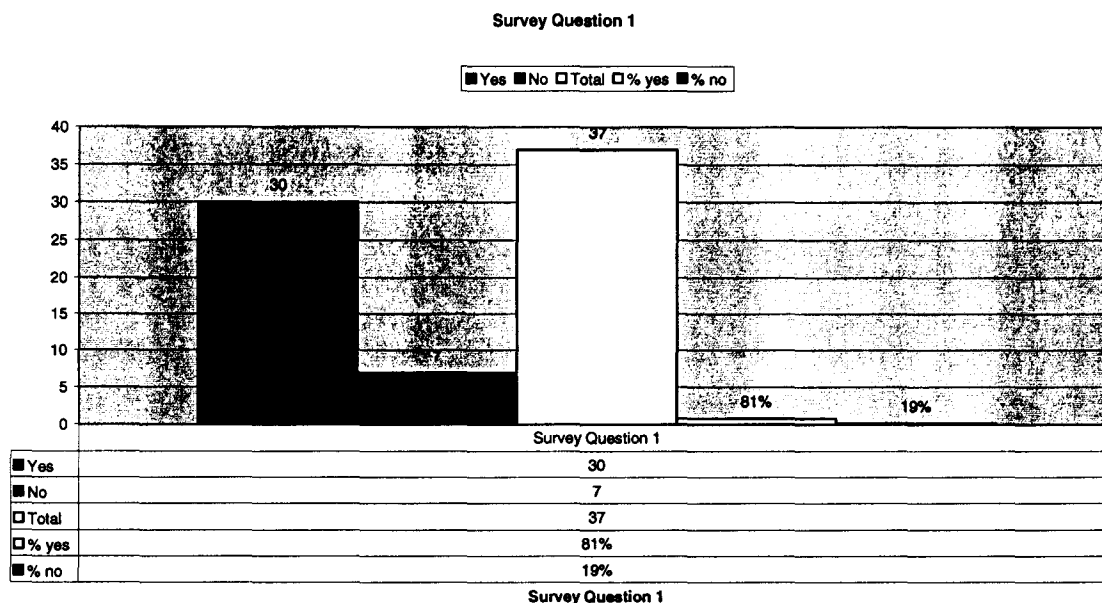
#### **Are you a Medical Laboratory Technician?**

Students that graduate from Bluefield Regional Medical Center School of Medical Technology are Medical Laboratory Technicians. The survey that was distributed asked each participant to indicate if they were a practicing Medical Laboratory Technician. Of the survey responders, 81% indicated that they were practicing MLT's.

When the survey was created, consideration was not taken into account that Medical Technologist's may respond to the survey. Upon graduating from lab school and becoming employed, Medical Laboratory Technicians may go back to school to earn their bachelor's degree. After working in an accredited clinical laboratory for two years, the MLT with a Bachelor of Science degree may apply and take the Medical Technology certification examination. Therefore, Medical Technologist's may have responded to the

survey. This group may be identified as the 19% of the respondents indicating that they were not Medical Laboratory Technicians. Refer to Figure 2.

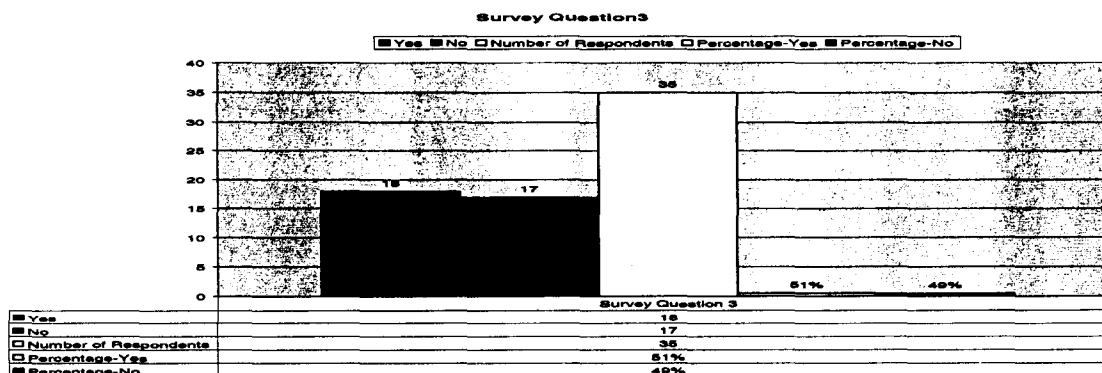
**Figure 2. Are You a Medical Laboratory Technician?**



### While attending college, did you receive financial assistance?

Survey participants were asked to indicate if financial assistance was received while attending college. Two participants did not respond to this question. Eighteen (51%) answered yes; where as seventeen (49%) responded no to receiving financial assistance while in school. Refer to Figure 3.

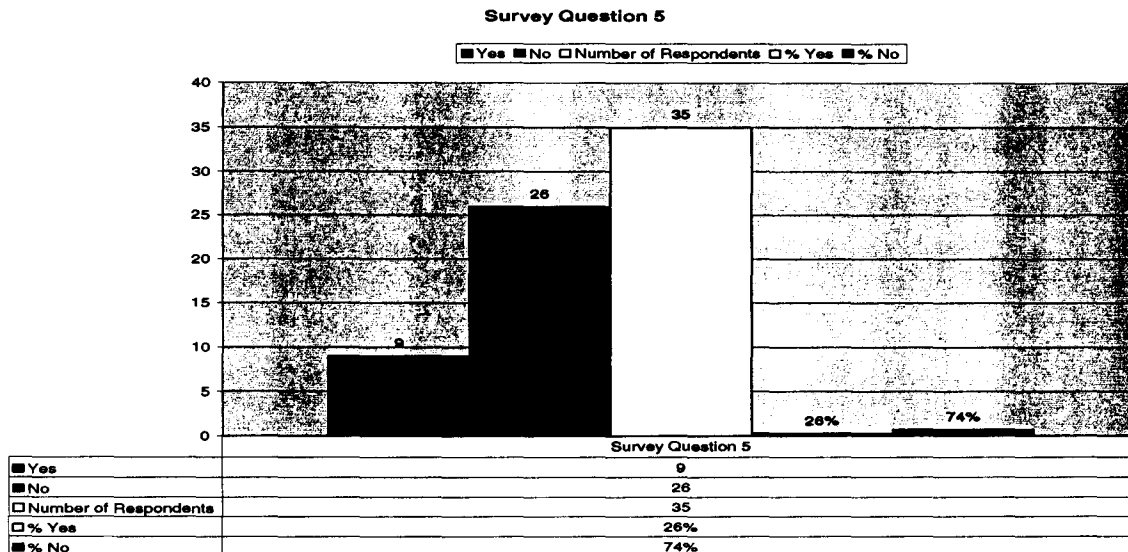
**Figure 3. While Attending College, Did You Receive Financial Assistance?**



### Was receiving financial aid the deciding factor whether you went to college or not?

Two participants did not respond to this survey question. Of the thirty-five responses received, twenty-six (74%) stated that no, receiving financial aid was not a deciding factor if the student attended school. However, nine (26%) participants indicated that receiving financial aid played a factor in their decision to attend college. Refer to Figure 4.

**Figure 4. Was Receiving Financial Aid the Deciding Factor Whether You Went to College or Not?**

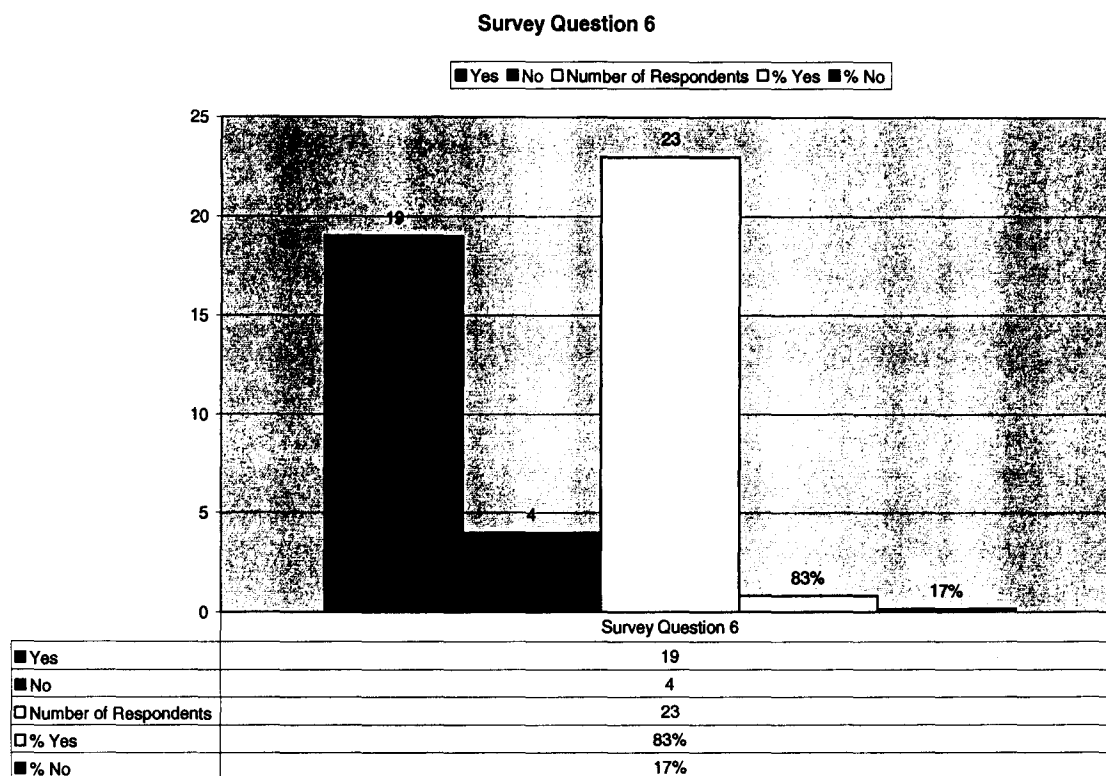


### Did receiving financial assistance allow you to concentrate more on your studies, not having financial worries or concerns of finding the necessary funds to pay for your education?

Only twenty-three participants out of thirty-seven responded to this survey question. Survey statistics showed nineteen (83%) definitely agreed that financial aid would help alleviate the worries and concerns of obtaining money to finance their college education. In turn this would allow the student to focus on their classes. Four (17%) stated no, that

this would not cause the student to lose concentration on their college studies. Refer to Figure 5.

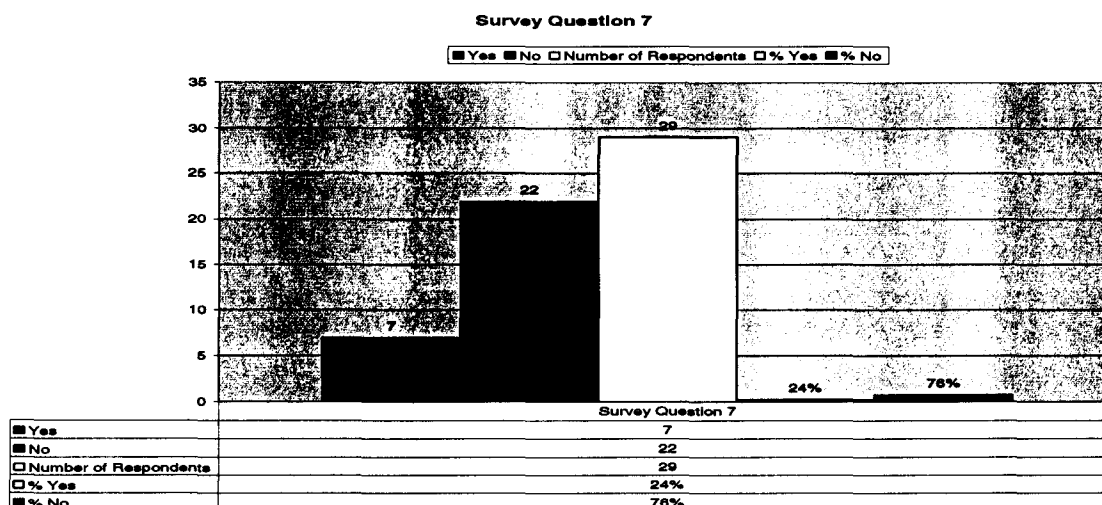
**Figure 5. Were You Able to Receive Financial Aid When You Went to Lab School?**



**If you are a Medical Laboratory Technician, were you able to receive financial aid when you went to lab school?**

In responding to this survey question, twenty-nine participants out of thirty-seven stated the following. Twenty-two (76%) stated that they were unable to obtain financial assistance, whereas seven (24%) stated that they were able to obtain the financial aid needed to attend lab school. Refer to Figure 6.

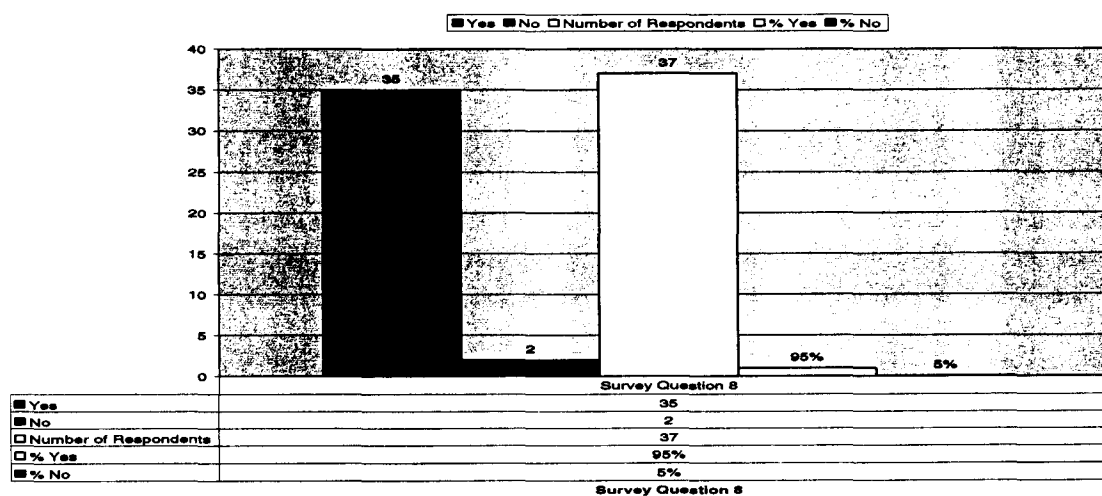
**Figure 6. If You Are a MLT, Were You Able to Receive Financial Aid When You Went to Lab School?**



**If work-study programs were available, would you agree to work for that institution for a set amount of time if you were awarded a scholarship?**

Of survey responses, thirty-five (95%) stated, they would work for an institution if financial aid were awarded. Two (5%) respondents replied that they would not agree to work for an institution if scholarships were granted. See Figure 7.

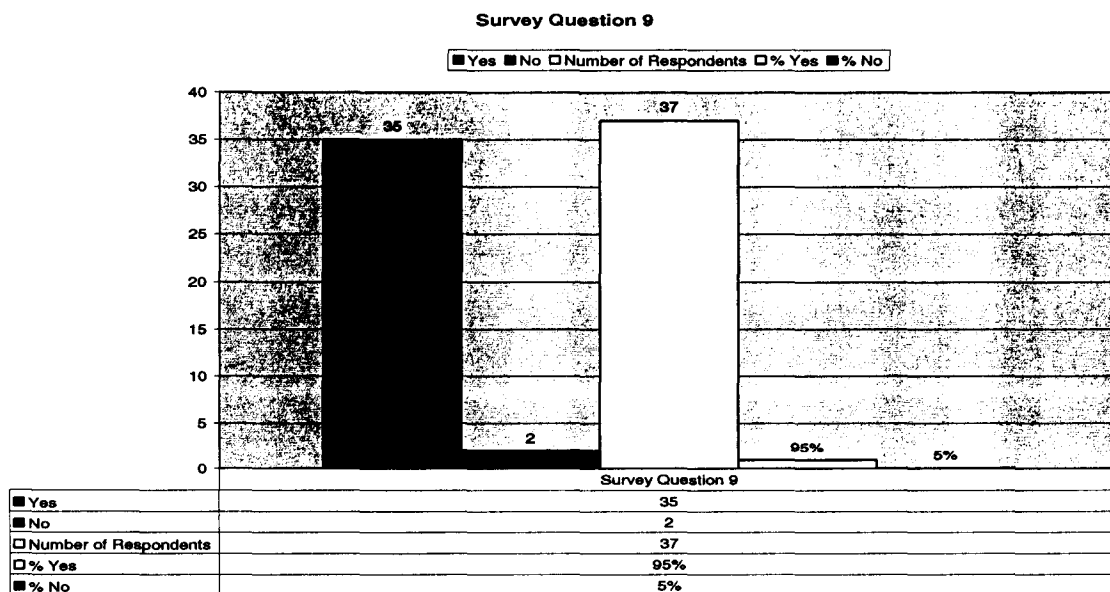
**Figure 7. If Work-Study Programs Were Available, Would You Agree to Work for that Institution for a Set Amount of Time if You Were Awarded a Scholarship?**



**If scholarships were awarded by a training facility, would you agree to work for that institution for a set amount of time if you were awarded a scholarship?**

This survey question, similar to survey Question 8, asked if a training facility agreed to pay for the student's education, would the student agree to work for the training facility. Thirty-five (95%) of thirty-seven responded favorably, saying that if scholarships were awarded, they would agree to work for the training facility. Two (5%) stated that this would not be an option for them. Refer to Figure 8.

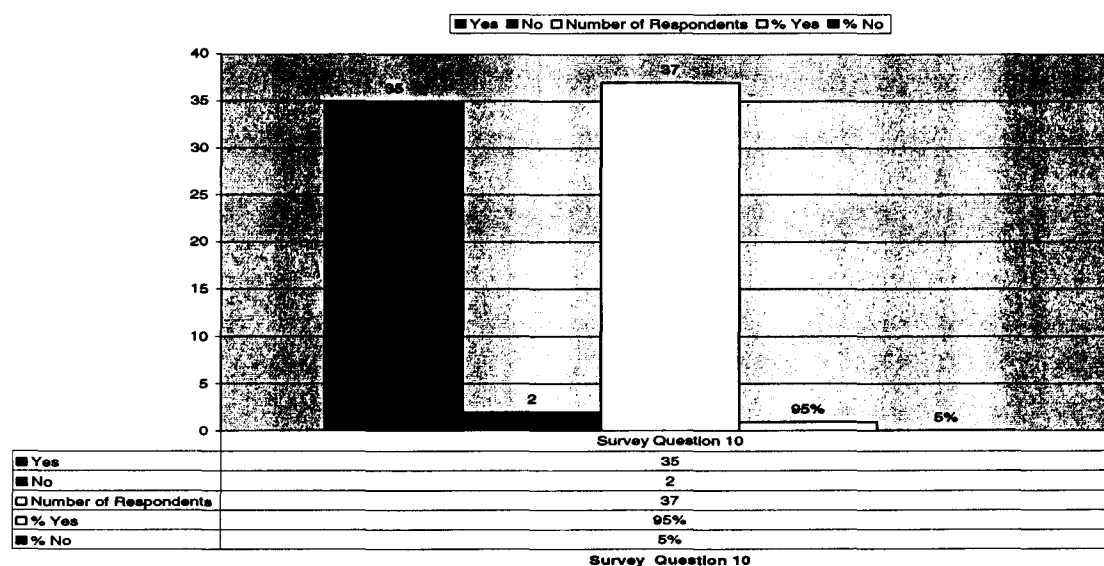
**Figure 8. If Scholarships Were Awarded by a Training Facility, Would You Agree to Work for The Institution for a Set Amount of Time if You Were Awarded a Scholarship?**



**If an institution were able to offer you a loan, would you accept it, knowing you had to pay it back?**

Thirty-five (95%) agreed to accept and pay back the loan. Two participants stated they would not agree to accept such loan. See Figure 9.

**Figure 9. If an Institution Were Able to Offer You a Loan, Would You Accept It, Knowing You Had to Pay It Back?**



This concludes part 1 of the survey.

## Survey Responses Part 2

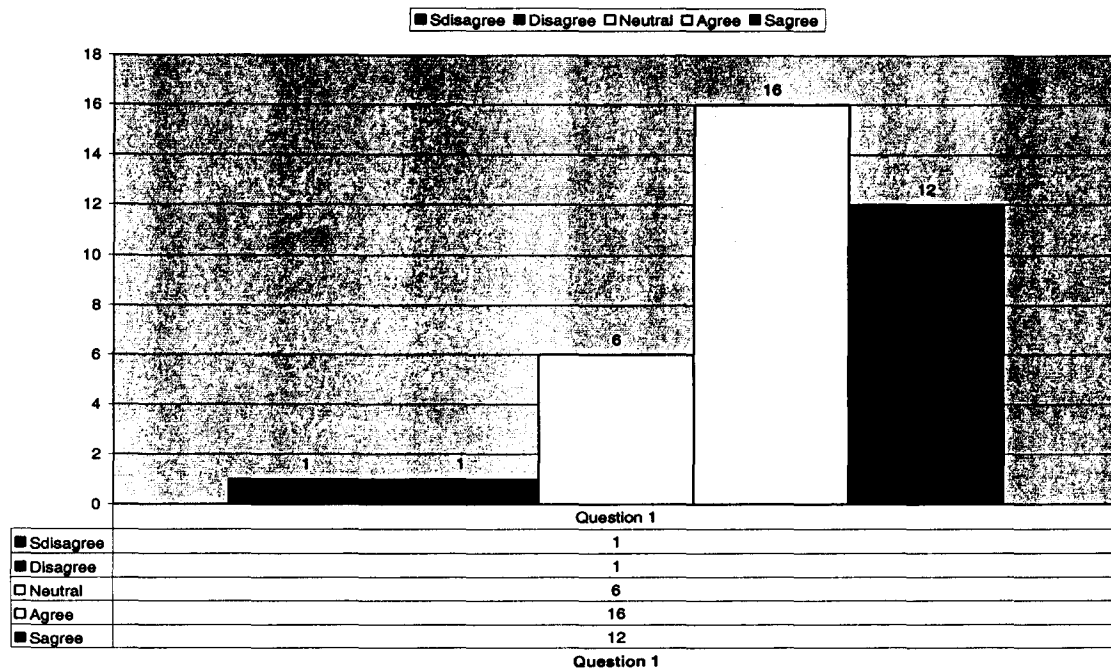
Part 2 of the participant's responses to this survey was in the form of a Likert Scale survey. Participants indicated their opinion through a series of responses. The responses ranged from strongly disagree, neutral, agree, to strongly agree.

### The receipt of financial aid would allow you to go to lab school:

Thirty-six participants (97%) of thirty-seven responded to this survey question. Twelve respondents (33.3%) strongly agreed that the receiving of financial aid would allow students to go to lab school. Sixteen (44.4%) indicated that they agreed with the survey statement. Six respondents (16.7%) indicated a neutral response to this question. A participant (2.8%) indicated that they disagreed and one (2.8%) strongly disagreed to this survey question. The mean response to this question was 4.03, indicating agreement,

that the receiving of financial aid would allow individuals to attend lab school. Refer to Figure 10.

**Figure 10. The Receipt of Financial Aid Would Allow You to Go to Lab School.**

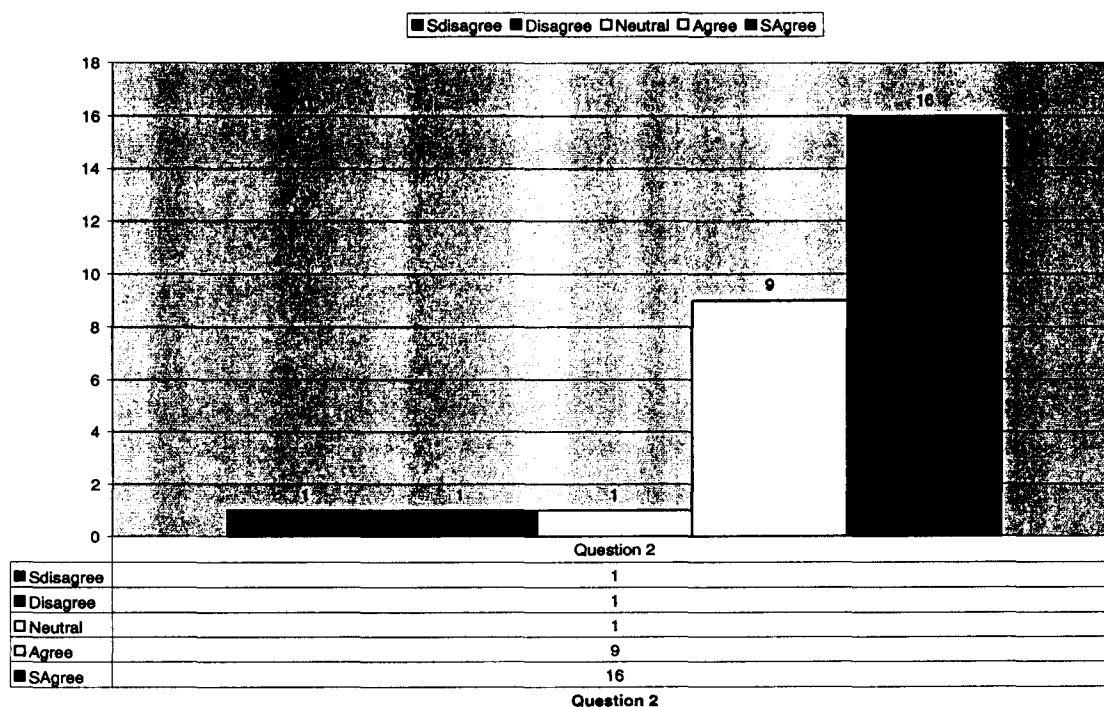


**The receipt of financial aid would allow you to focus on your studies and not have to worry about having to find money for school:**

Only twenty-eight (76%) of thirty-seven participants responded to this survey question. Sixteen respondents (57.1%) stated that they strongly agreed with this statement. Nine (32.1%) rated the statement as being in agreement and one (3.6%) remained neutral. A participant (3.6%) disagreed and one (3.6%) strongly disagreed with the survey statement. The average response to this question was 4.36. This indicates that the survey participants were in agreement that receiving financial aid would allow students to focus more on studies and aid in alleviating the worries of having to find money to pay for their education. See Figure 11.



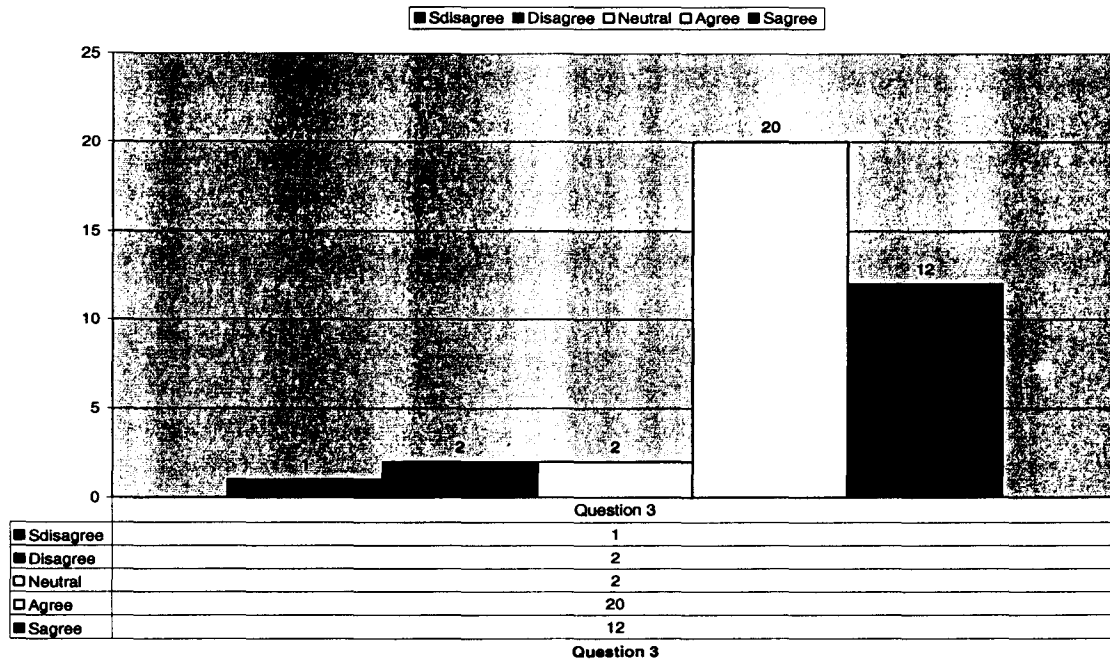
**Figure 11. The Receipt of Financial Aid Would Allow You to Focus On Your Studies and Not Have to Worry About Having to Find Money for School.**



**Do you think if students could receive financial aid at Bluefield Regional Medical Center School of Medical Technology, there would be a higher enrollment?**

All participants answered this survey question. Twelve respondents (32.4%) strongly agreed that enrollment would be higher if students could get financial assistance to pay for their tuition at Bluefield Regional Medical Center School of Medical Technology. Twenty individuals (54.1%) agreed there would be higher enrollment. Two survey participants (5.4%) indicated neutral responses, whereas two (5.4%) disagreed and one (2.7%) strongly disagreed. The average response to this question was 4.08, indicating agreement, that financial aid would aid in boosting the enrollment in the School of Medical Technology at Bluefield Regional Medical Center. Refer to Figure 12.

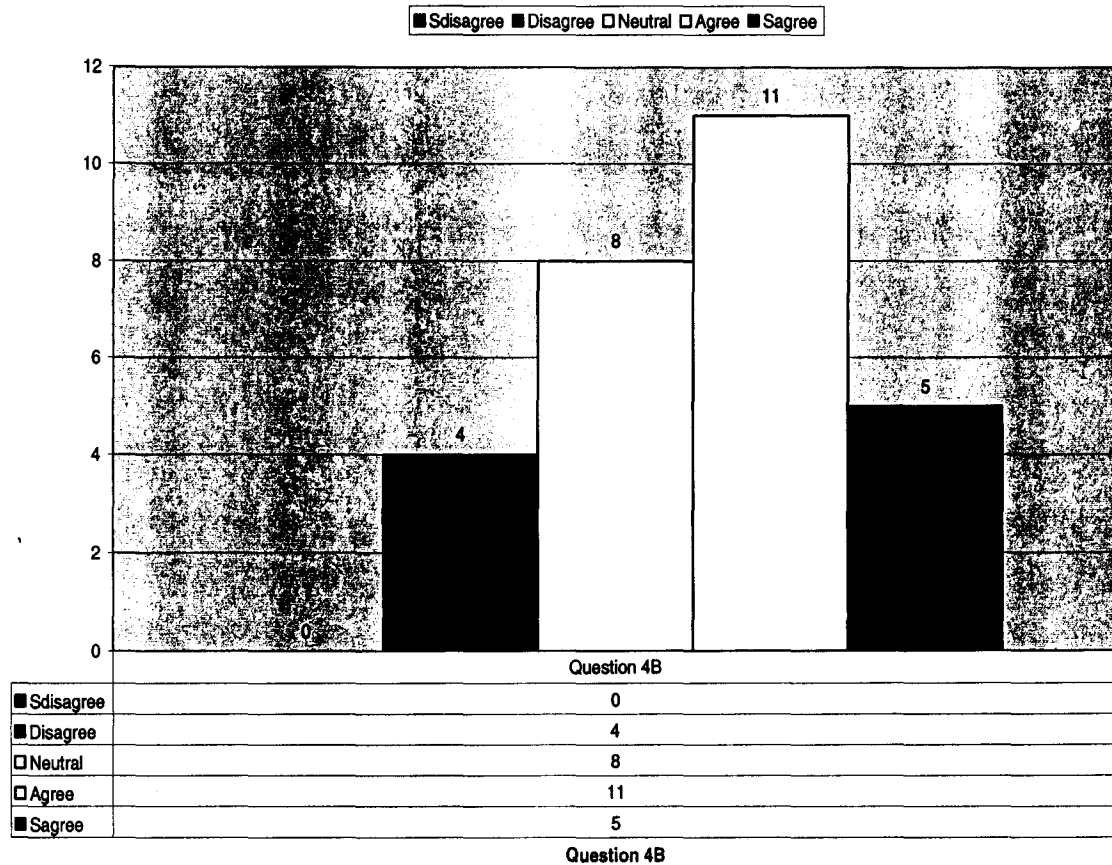
**Figure 12. Do You Think if Students Could Receive Financial Aid at Bluefield Regional Medical Center School of Medical Technology, There Would be a Higher Enrollment?**



**If spaces would be reserved for a certain number of Bluefield State College students and Bluefield College students, do you think that more students would enroll in the Medical Technology curriculum at either mentioned college?**

Twenty-eight persons (76%) replied to this survey question. Five (17.8%) agreed strongly and eleven survey participants (39.3%) indicated that they agree with the survey question. Eight individuals (28.6%) conveyed neutral responses, whereas four people (14.3%) gave a disagree response. The mean response to this question was 3.61, indicating agreement, stating that the reservation of seating spaces for Bluefield State College and Bluefield College students would boost the enrollment in the medical technology curriculum at either school. Refer to Figure 13.

**Figure 13. If Spaces Would be Reserved for a Certain Number of Bluefield State College Students and Bluefield College Students, Do You Think That More Students Would Enroll In the Medical Technology Curriculum at Either Mentioned College?**

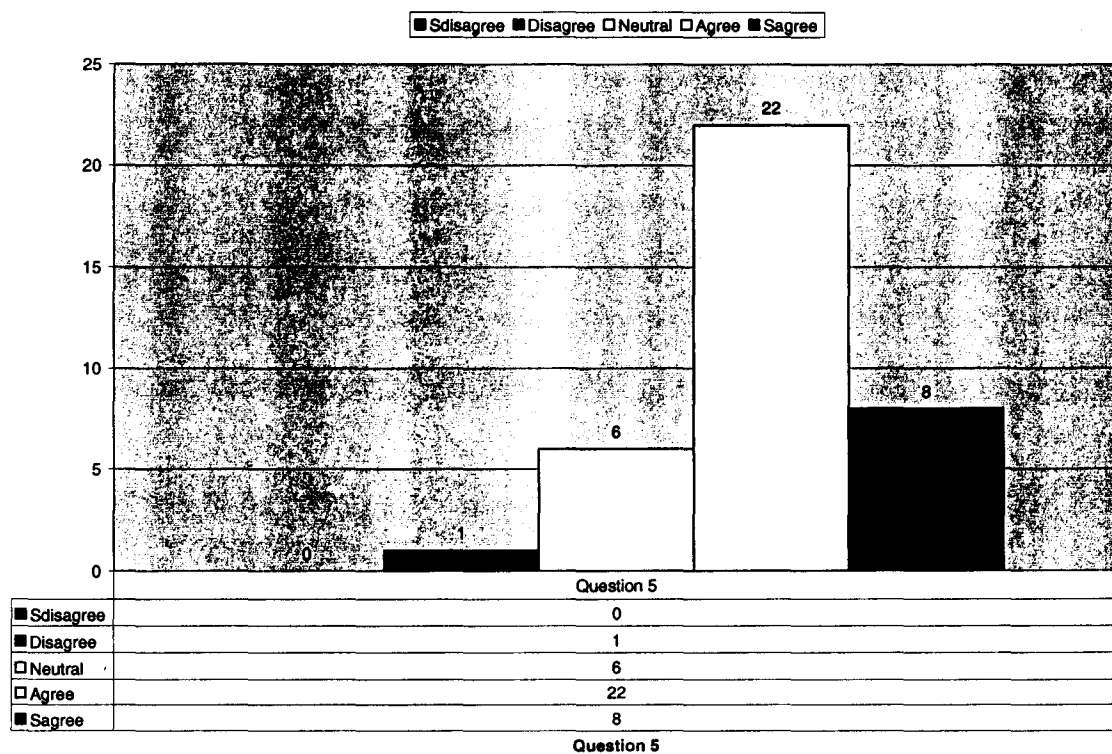


**If spaces were reserved for Bluefield State College and Bluefield College and scholarships made available, do you think that both institutions would have more students enrolled in the Medical Technology Curriculum?**

In replying to this survey question, eight (21.6%) of thirty-seven individuals stated strongly that they agreed with the above survey questions. Twenty-two (59.5%) agreed and six respondents (16.2%) had a neutral opinion. Only one participant (2.7%) disagreed with the above survey question. The mean response to this question was 4.00,

indicating the survey participants were in agreement that if scholarships were made available, both institutions would have more students enrolling in the medical technology curriculum. Refer to Figure 14.

**Figure 14. If Spaces Were Reserved for Bluefield State College and Bluefield College and Scholarships Made Available, Do You Think That Both Institutions Would Have More Students Enrolled in the Medical Technology Curriculum?**



### Interview Findings.

During this research study, an interview was held with Mr. Thomas Isles, who is the Financial Aid Director for Bluefield State College. Mr. Isles indicated in order for an institution of higher learning to receive government financial aid for their students, the institution must possess a financial aid department as well as a financial aid director. The school is then issued an identification number that properly identifies the facility. The

identification number is used by the government to distribute the money to the correct school. Once the financial aid department receives the money, the financial aid officer is able to provide the student with their money (Isles, 1/7/02, personal interview).

**Agencies from which financial assistance were received.**

Participants were asked to indicate if they received financial assistance while attending college or lab school. Responses varied from government loans, scholarships, and grants. Other types of assistance were in forms of donations made on the student's behalf and financial organizations such as Fannie Mae. Table 2 lists the diverse types of financial assistance that helped the responding survey participants.

**TABLE 2**

<u>Types of Financial Assistance Obtained by Survey Participants</u>			
United States Government	3	Katherine Tierney Scholarship	1
Bluefield Regional Medical Center	2	Fannie Mae	2
FASA Student Loan	2	West Virginia Higher Education	1
Academic Scholarships	4	Pell Grant	1
Donated Money	1	Other Grants	1

**What ideas do you have for students to acquire financial aid other than government aid?**

This was the last question the survey participants were asked to answer. Individuals who responded to the survey introduced several interesting ideas in which students may receive money for college. Responses were as follows:

1. More scholarships made available for those who do not qualify for government aid.
2. Student loans that do not have to be paid back until six months after graduation.
3. Hospital could support the lab program with scholarships.
4. Work study programs.

5. Hospital auxiliaries.
6. Doctor's offices.
7. Local scholarships through banks.
8. Scholarships through American Society of Clinical Pathologists, American Society of Clinical Laboratory Scientists and West Virginia Society of Clinical Laboratory Scientists.

### **SUMMARY OF SURVEY RESPONSES**

The data collected for this study were obtained through a survey questionnaire that was distributed to current and former students who attended the School of Medical Technology at Bluefield Regional Medical Center. Surveys were distributed to laboratory workers within other local hospitals within a 10-mile radius of Bluefield Regional Medical Center. The majority of the respondents felt that financial aid was necessary and needed and would aid students in education, especially their laboratory education. Suggestions were given by survey respondents as means to obtain funds in order to finance their education. Some ideas for acquiring financial assistance were through scholarships, grants, work-study agreements, and loans offered by the hospital or other education facilities.

In the final chapter of this research study, Summary, Conclusions and Recommendations, a complete summary will be given of the entire research study. Also, the findings of this study will be collated with the research goals and assumptions of this study. In addition to coordinating the findings with the research goals and assumptions, the author of this study will provide recommendations in order that the goals of this study may be fulfilled.

## **CHAPTER V**

### **SUMMARY, CONCLUSIONS AND RECOMMENDATIONS**

This is the final chapter of this research study. It is entitled Summary, Conclusions and Recommendations. Within this chapter will be a summary of the study and then conclusions will be made based on the findings from the survey data. The data will be used to determine if the research goals were met as well as the assumptions validated. Recommendations will also be made for further study.

#### **SUMMARY**

Bluefield Regional Medical Center School of Medical Technology has remained opened and training laboratory students for over 50 years. At the time of this survey, Bluefield Regional Medical Center School was in contractual agreement with Bluefield State College and Bluefield College to accept students into their laboratory program if the student has completed the set curriculum established by each learning facility. Once the student completes the clinical year of laboratory training at Bluefield Regional Medical Center, credit hours transferred back to the colleges allowing the student to graduate with an Associate of Science in Medical Laboratory Technology. The problem that has plagued the students as they enter their year of clinical training is that financial assistance is not available. This places many students in a difficult situation.

According to the latest statistics, colleges and hospital are being forced to close their laboratory training programs due to lack of funds or an inadequate number of students applying to the laboratory program. In 2001, NAACLS reported that 239 Medical Laboratory Technology programs were currently open and operating in the United States.

In 2003 only 210 programs were currently operating (Kimball, 1/14/04, personal interview). This is a 12% decrease in the past two years.

The goals of this study were to determine why students cannot receive government financial assistance while performing their clinical training at Bluefield Regional Medical Center Laboratory, determine other means in which students may obtain financial assistance in order to pay for their clinical education at Bluefield Regional Medical Center, and determine how the institutions, Bluefield Regional Medical Center, Bluefield State College, and Bluefield College, can work together to form a system of financial assistance for students if government financial assistance cannot be made available. This research was very important for finding a means to supply the laboratory work force with qualified and desperately needed personnel due to the fact that an increasing number of medical technology schools are closing and approximately one third of laboratory technicians who are currently working will be eligible for retirement within five years.

The limitations of this study were due to the fact that the research study was limited to students who attended the School of Medical Technology at Bluefield Regional Medical Center, and to students attending Bluefield State College and Bluefield College who required financial aid to further their education in medical technology.

Although, fifty-four surveys were distributed, only thirty-seven individuals responded, achieving a 68% response rate. Once received, the data were tabulated using a spreadsheet application, calculated, and placed into figures and tables in order to analyze the data.



## CONCLUSIONS

After the collection of the survey data, conclusions were made based on the results of the data. The following are the authors conclusions based on the data obtained.

### **Determine why students cannot receive government financial assistance while performing their clinical training at Bluefield Regional Medical Center Laboratory?**

During an interview with the Financial Aid Director of Bluefield State College, Mr. Thomas Isles, the questions was asked, what is the major reason why lab students cannot receive financial assistance for their clinical training at Bluefield Regional Medical Center? Mr. Isles stated that in order for an educational institution to receive any type of government funds, the institution must have a financial aid department and a financial aid officer. The financial aid officer is responsible for the management of the financial aid department. Within this department all funds that are received from the government or any other loan agency are dispersed to the appropriate student. The financial aid office is also responsible for counseling students in the repaying of their student loans (Isles, 1/7/02, personal interview).

Bluefield Regional Medical Center does not have a financial aid department or a financial aid officer. According to Mr. Isles, this is the very reason why the School of Medical Technology at Bluefield Regional Medical Center is not illegible to receive any government financial aid (Isles, 1/7/02, personal interview).

Mr. Isles was asked during the interview, if an institution does not have a financial aid department, what would be the necessary steps in developing one? Mr. Isles stated that the process of developing an office to handle government financial aid was relatively an

easy process. The institution needed to be approved by the United States Government and then properly trained in the various policies and procedures set forth by the government. Once trained, the institution will receive a code number that will be the identification code for the institution (Isles, 1/7/02, personal interview).

**Determine other means in which students may obtain financial assistance in order to pay for their clinical education at Bluefield Regional Medical Center.**

While conducting the research for this study, a number of ideas were found which may assist students in financing their clinical education at Bluefield Regional Medical Center. These suggestions are:

1. More scholarships made available for those who do not qualify for government aid.
2. Student loans that do not have to be paid back until six months after graduation.
3. Hospital could support the lab program with scholarships.
4. Work-study programs.
5. Hospital Auxiliaries.
6. Doctor's offices.
7. Local scholarships through banks.
8. Scholarships through – American Society of Clinical Pathologists, American Society of Clinical Laboratory Scientists and West Virginia Society of Clinical Laboratory Scientists.

These are all means of acquiring financial aid supporting the year of clinical training at Bluefield Regional Medical Center. The author of this study believes that these

suggestions are very beneficial, but they are not a guaranteed source of money, and may require the laboratory student to spend a substantial amount of time acquiring and researching the financial resources.

Another monetary source to fund the clinical education at Bluefield Regional Medical Center is by applying and being awarded a scholarship through Dade Berhing. Dade Berhing is a laboratory diagnostic company that is located in Deerfield, Illinois. In 2003, Dade Berhing realized the current, as well as future, shortage within the clinical laboratory field and donated \$50,000.00 to \$100,000.00 to help support future laboratory technicians. An example of the scholarship application is placed in the appendices of this study (Dade Behring, Inc., Dade Berhing Scholarship, [www.dadeberhing.com](http://www.dadeberhing.com)).

Another scholarship available for future laboratory students is through McNeil Pharmaceuticals, the manufacturer of Tylenol. This scholarship is intended to grant money to those students who major in areas that will lead to careers in health related fields. An example of the scholarship application is placed in the appendices of this study (McNeil Pharmaceuticals, **TYLENOL** Scholarship, [www.tylenol.com](http://www.tylenol.com)).

Bluefield Regional Medical Center offers the BRMC Scholarship Program. This program offers financial assistance to eligible employees. In order for the employee to qualify for the scholarship program, the field of study must be related to or improve the employee's skills to advance to another position at BRMC. An example of the BRMC scholarship application and scholarship rules appear in the appendice of this research study.

**Determine how can the institutions, Bluefield Regional Medical Center, Bluefield State College, and Bluefield College, work together to form a system of financial assistance for students if government financial assistance is not available?**

The three institutions, Bluefield Regional Medical Center, Bluefield State College, and Bluefield College, are all privately owned facilities. Bluefield Regional Medical Center is a non-profit hospital and operated by a panel or board of prominent individuals within the community of Bluefield, West Virginia. Bluefield State College is a state funded college where as Bluefield College is a privately funded college. Bluefield Regional Medical Center School of Medical Technology is privately owned and operated solely by Bluefield Regional Medical Center Laboratory and accredited by NAACLS. Although the laboratory program is located in both college catalogs, it is not recognized as part of either college and therefore government funding is not available. Although not addressed by the survey used in this research study, the above institutions cannot pool their efforts to form a system of financial aid for Bluefield Regional Medical Center Laboratory students. This is due to Bluefield State College transferring their two-year programs to another facility (New River Community and Technical College) and Bluefield College is transitioning to a four-year college.

## **RECOMMENDATIONS**

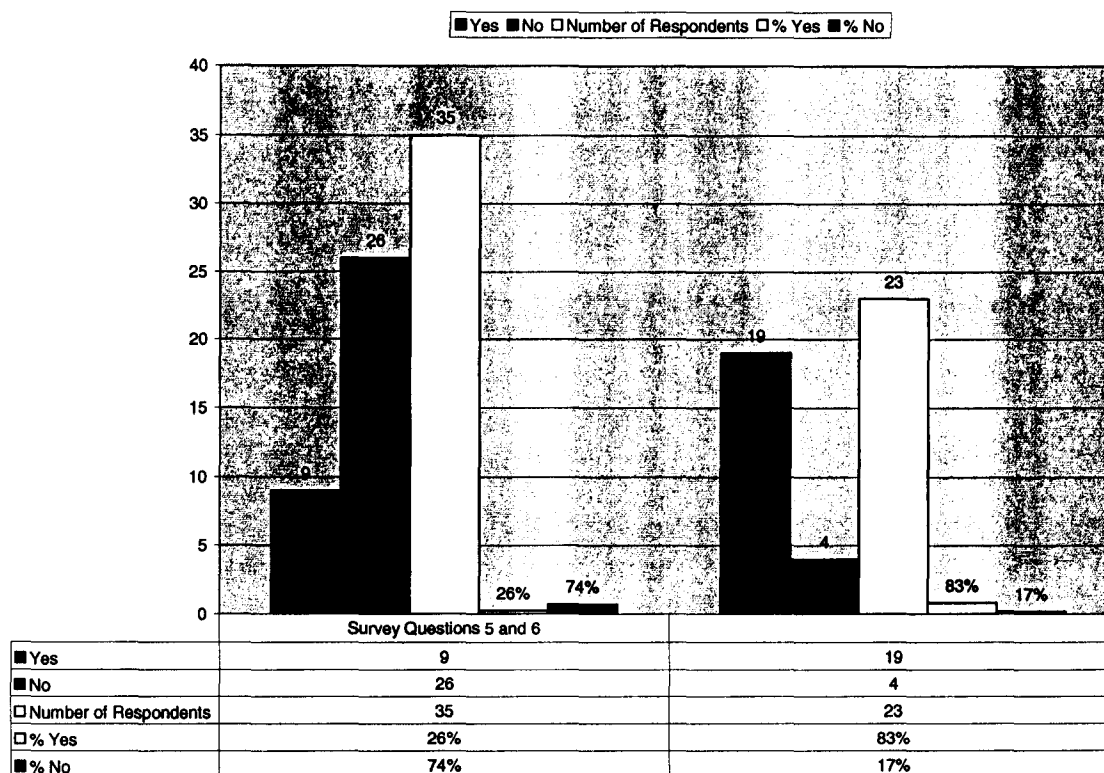
**Financial aid is definitely needed to help support individuals in their clinical training.**

Although financial assistance was not a deciding factor in going into laboratory training, financial aid made students feel more at ease and allowed more concentration on

their studies without having to worry with concerns of funding their education. See

Figure 15.

**Figure 15. Financial Aid Is definitely Needed to Help Support Individuals In Their Clinical Training.**



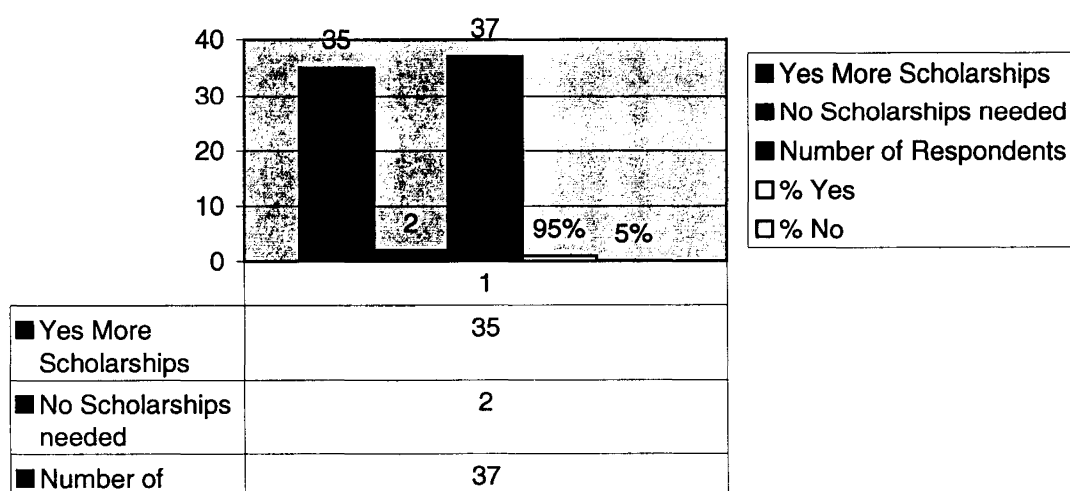
### **More scholarships need to be made specifically for students choosing Medical Technology as a career.**

Many hospitals will agree to pay for a student's education providing that the student is willing to work for the hospital for a designated time in proportion to the amount of the scholarship. For example, there are hospital scholarship programs designed to enroll individuals in student nursing programs or nurses to become a nurse anesthetist, due the shortage of qualified individuals in both fields of medical work. Providing scholarships of this type can help alleviate the intensity of nursing shortages.

Currently there is a shortage within the field of Medical Technology. The average age of people working within the laboratory field is 44. Although this number does not seem so alarming considering the age of retirement is currently 65, many individuals included in determining this average age were of retirement age. The United States Department of Labor projects that 13,200 medical laboratory professional will be needed yearly through the year 2010. Unfortunately, fewer than 5,000 students graduate from accredited laboratory training programs each year, and with programs continuing to close, this number is projected to decrease (Medical Laboratory Observer, January 2004, p. 40).

In the past three years Bluefield Regional Medical Center School of Medical Technology has seen a decline in the number of students applying to the laboratory program. One of the major causes of this is due to the lack of funding for the prospective laboratory student. Once a student learns of the lack of government aid, he or she changes their mind and seeks other career opportunities. See Figure 16.

**Figure 16. More Scholarships Need to Be made Specifically for Students Choosing Medical Technology as a Career.**



**Training facilities need to offer more work-study programs.**

Training facilities such as Bluefield Regional Medical Center need to offer work-study programs to assist laboratory students in paying for their education. Due to the current shortage in trained laboratory personnel, hospitals need to consider hiring students in such areas as phlebotomy, report charting, and other tasks within the laboratory. This would be within the scope of the student's training, provide them financial assistance, and would also assist the laboratory in getting the necessary work done.

**Colleges, hospitals, professional organizations, and civic organizations need to work together in the support of students seeking to enter the laboratory professions.**

Due to the current and future shortage of laboratory personnel, various organizations can work together to support the education and careers of future laboratory students. Support may be in the form of scholarships or student loans. It is believed that the only way organizations and the community will be made aware of this is by means of education regarding the importance of the laboratory worker in the community as well as the hospital.

**Hospital employees may have to take on extra responsibilities.**

Many hospitals are experiencing financial difficulties due to the decreased reimbursements of Medicare, limited hospital stays, and decreased patient census. Due to these factors many hospitals are forced to lay off employees or place a freeze on the hiring of new employees. In order to start new programs or procedures, it may be necessary to divide the workload among employees until the hospitals finances improve.

Bluefield Regional Medical Center does not have a financial aid office or financial aid officer. In order to receive government financial aid, Bluefield Regional Medical Center must create the department and position. Due to the current hiring freeze at Bluefield Regional Medical Center, new departments cannot be added nor employees hired. Therefore, to start the process of establishing a financial aid department, Bluefield Regional Medical Center would have to delegate responsibilities to other employees until the hiring freeze ends.

**Students need to be made aware of the money that is already available.**

Currently, there are organizations that offer scholarships and loans to students seeking to enter the laboratory profession. Professional organizations such the American Society of Clinical Pathologists, American Society of Clinical Laboratory Scientists, and the West Virginia Society of Clinical Laboratory Scientists currently aid in supporting laboratory students. In addition, local banks provide scholarships to students in many fields, including the healthcare field. Although there are means of acquiring financial assistance, students need to be made aware and educated of the different organizations that are available to help them.

In order to combat the current and future shortage in the laboratory profession, more individuals need to pursue a career in laboratory medicine. The only way for this to happen is to offer a means by which a student will want to enter into this field of work. This will require a tremendous amount of work and imagination. Educating the public as to the importance of the laboratory and its professionals will be the first step in achieving this goal. Once the importance has been determined, then a means of financing



prospective students can be accomplished. It is believed that once the public is made aware of the dire need and the lack of available funding, organizations will realize the extreme need and make funding available. Students, as well, need to be educated regarding the already available means to obtain money to pay for their education. And, finally, learning facilities need to manage programs to encourage students to enter into the various professional fields in the hospital, especially Medical Technology.

## BIBLIOGRAPHY

Baer, Daniel M., M.D., Belsey, Richard E., M.D. The Virtual Hospital (March 2001) pp. 1-5. <http://www.vh.org/Providers/CME/CLIA/Personnel/selection.html>

Cunningham, Vickie L. M.S., CLS(NCA)SpH, NCCLS, BRMC MLT-C Study Guide (January 2002) p. 4.

Minnesota State University, History and Philosophy of Financial Aid (January 2002) p. 1, Frequently Ask Questions. <http://www.mankato.msus.edu/faids/other/history.htm>

United States Department of Education. The Student Guide, Financial Aid 2002-2003 (January 2002) pp. 7-26.

Cunningham, Vickie L., M.S., CLS(NCA)SpH, Personal Interview (January 8, 2002).

Isles, Thomas, Director of Financial Aid, Bluefield State College, Personal Interview (January 7, 2002).

Kimball, Olive M. Ph.D., Ed.D, Personal Interview (January 14, 2004)

Lohr, Brenda, Director of Financial Aid, Mercer County Vocational Center, Personal Interview, (March 7, 2002)

Dade Berhing, Inc., Dade Berhing Scholarship, [www.dadeberhing.com](http://www.dadeberhing.com) (March 2003)

McNeil Pharmaceuticals, TYLENOL Scholarship, [www.tylenol.com](http://www.tylenol.com) (May 2004)

Medical Laboratory Observer, Congress Challenged to Resolve Medical Lab Personnel Shortage (January 2004) Volume 36, Number 1, p. 40.

## APPENDICIES

**APPENDIX A****SURVEY**

## Eligibility of Medical Technology Students at Bluefield Regional Medical Center to Receive Financial Aid or Assistance

Instructions: Please answer each question as it applies to you. Each response will be kept confidential. DO NOT write your name on this survey.

1. Are you a Medical Laboratory Technician?      Yes \_\_\_\_\_ No \_\_\_\_\_
2. If you answered yes to the above question, where did you go to lab school?
3. While attending college, did you receive financial assistance?
  - a. Yes
  - b. No
4. If you received financial aid, was it from the United States government, the college or university, private, other means. Please specify (if possible) the agency or the means in which you received your financial aid? \_\_\_\_\_
5. Was receiving financial aid the deciding factor whether you went to college or not?
  - a. Yes
  - b. No
6. In receiving assistance, did it allow you to concentrate more on your studies, not having the financial worries or concerns of finding the necessary funds to pay for your education?
  - a. Yes \_\_\_\_\_
  - b. No \_\_\_\_\_
7. If you are Medical Laboratory Technician, were you able to receive financial aid when you went to lab school?
  - a. Yes \_\_\_\_\_
  - b. No \_\_\_\_\_
8. If a work study program were available, would you agree to work for an institution after graduation if that institution agreed to pay for your education?
  - a. Yes \_\_\_\_\_
  - b. No \_\_\_\_\_
9. If scholarships were awarded by a training facility, would you agree to work for that institution for a set amount of time if you were awarded a scholarship?
  - a. Yes \_\_\_\_\_
  - b. No \_\_\_\_\_
10. If an institution is able to offer you a loan, would you accept it, knowing you had to pay it back?
  - a. Yes \_\_\_\_\_
  - b. No \_\_\_\_\_

Please rate the following questions with the following responses:

(1) Strongly Disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly Agree

1. The receipt of financial aid would allow you to go to lab school:  
(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly Agree
2. The receipt of financial aid would allow you to focus on your studies and not have to worry about having to find money for school:  
(1) Strongly Disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly Agree
3. Do you think if students could receive financial aid at Bluefield Regional Medical Center School of Medical Technology, there would be a higher enrollment:  
(1) Strongly Disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly Agree
4. If it were agreed that spaces would be reserved for a certain number of Bluefield State College students and Bluefield College students, that more students would enroll in the Medical Technology curriculum at either of the mentioned colleges.  
(1) Strongly Disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly Agree
5. If spaces were reserved for the above mentioned colleges and scholarships made available, do you think that both institutions would have more students enrolled in the Medical Technology Curriculum.  
(1) Strongly Disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly Agree

What ideas do you have that students may acquire financial aid other than government aid?

Thank you for taking the time to fill out this survey. Your input is greatly appreciated.

**APPENDIX B**  
**SURVEY FINDINGS**

Question	Yes	No	Total	% yes	% no
Quest 1	30	7	37	81%	19%
Quest 3	18	17	35	51%	49%
Quest 5	9	26	35	26%	74%
Quest 6	19	4	23	83%	17%
Quest 7	7	22	29	24%	76%
Quest 8	35	2	37	95%	5%
Quest 9	35	2	37	95%	5%
Quest 10	35	2	37	95%	5%
Total	188	82			

Question	Sdisagre	Disagree	Neutral	Agree	Sagree
1	1	1	6	16	12
2	1	1	1	9	16
3	1	2	2	20	12
4	0	4	8	11	5
5	0	1	6	22	8



**APPENDIX C**  
**SCHOLARSHIP APPLICATIONS**

# BRMC Scholarship Program

## What is the Scholarship program:

A program to provide financial assistance to eligible employees for education programs.

## What type of programs qualify :

Those directly related to the employee's position or to improve their skills to advance to another position at BRMC.

## Who qualifies for participation in this program:

Those employees classified as:

Full time employees

Regular part time employees (Having worked 1 year uninterrupted)

## What amount of assistance is available:

If your application meets all criteria for approval then you can receive up to \$1500 per semester with a total of \$6000 available for a 2 year degree. Some degree programs are not set up in 4 semesters and these funds will be given in appropriate increments with the total remaining at \$6000 for total program.

## How to apply for the Scholarship program:

Obtain an application from your Director and if the program you are entering will effect your work schedule get approval from the Director for this change. Then submit the application to the Director of Staff Education and the Education Committee will review your application.

Applications will be reviewed three times a year:

March, June and October (We are accepting applications now)

\*\*\* Checks will be issued 60 days after approval of the application.

## When the employee receives a scholarship what are their responsibilities:

The employee will be committed to work for BRMC a specified amount of time. This commitment amount /procedure has not changed from previous programs. To review this schedule see Human Resources Policies - Fringe Benefits- Internal Continuing Education II-22.

After successful completion of a semester, the employee will submit grades (must receive a C or better in the course) and original receipts for books and tuition. This will be done within 30 days of the completion of the course(s).

Bluefield Regional Medical Center

**Internal Scholarship Application Form***Please complete all sections applicable and return to Staff Education***PART I: General Information—ALL APPLICANTS**

Name: \_\_\_\_\_

Department: \_\_\_\_\_ Job Title: \_\_\_\_\_ Status: FT PT PRN

**PART II: BRMC Scholarship Program Information—ALL APPLICANTS**Are you currently receiving scholarship assistance from BRMC? ☐ Yes ☐ No*If yes, complete this section and Section IV**If no, continue to Part III: Program Information*Are you continuing in your previously approved program? ☐ Yes ☐ No*If no, please explain and continue to Part III: Program Information* \_\_\_\_\_

Anticipated graduation date: \_\_\_\_\_ Degree: \_\_\_\_\_

**PART III: Program Information—NEW APPLICANTS ONLY**

Degree/Certification pursuing: \_\_\_\_\_

School/Institution name: \_\_\_\_\_

School/Institution address: \_\_\_\_\_

Length of total program: \_\_\_\_\_ Semesters Quarters Units Credits Modules

Start date: \_\_\_\_\_ Anticipated completion date: \_\_\_\_\_

Standing: \_\_\_\_\_ Applied \_\_\_\_\_ Accepted \_\_\_\_\_ Continuing

Describe how this program relates to your position or career advancement at BRMC: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

(Attach documentation; i.e. program description, class syllabi, etc. if desired)

**PART IV: Scholarship Request—ALL APPLICANTS**

Amount requested (\$6000 maximum for total program)\$ \_\_\_\_\_

Will participation in this program affect your normal working hours? If yes, explain: \_\_\_\_\_

Director's signature approving schedule change: \_\_\_\_\_

Date Check Needed: \_\_\_\_\_

\_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

BRMC SCHOLARSHIP APPLICATION

Name \_\_\_\_\_ Job Title \_\_\_\_\_ Employee Yes \_\_\_\_\_ Status \_\_\_\_\_  
No \_\_\_\_\_

Department \_\_\_\_\_

Degree Pursuing/Program entering \_\_\_\_\_ Length/grad. date \_\_\_\_\_

Standing: Applied \_\_\_\_\_ Met prerequisites \_\_\_\_\_ Accepted \_\_\_\_\_ Continuing on in program \_\_\_\_\_

Description: Semesters \_\_\_\_\_ Quarters \_\_\_\_\_ Units \_\_\_\_\_ Credits \_\_\_\_\_ Module \_\_\_\_\_  
Other \_\_\_\_\_

Are you currently receiving education funds from other sources? \_\_\_\_\_ If yes, how much \_\_\_\_\_

Are you currently receiving education funds from BRMC? No \_\_\_\_\_ Yes \_\_\_\_\_

If yes please explain: \_\_\_\_\_  
\_\_\_\_\_

Describe how this program is related to present job: \_\_\_\_\_  
\_\_\_\_\_

(Attach documentation)

OR

Describe how this program will relate to career advancement at BRMC: \_\_\_\_\_  
\_\_\_\_\_

(Attach documentation)

Name & address of institution/college/program you will be attending: \_\_\_\_\_  
\_\_\_\_\_

Start date: \_\_\_\_\_ Anticipated completion date: \_\_\_\_\_

Amount of money being requested: \_\_\_\_\_ per semester Number of semesters \_\_\_\_\_  
\_\_\_\_\_ total program

Will participation in this program affect your normal working hours (if yes explain) \_\_\_\_\_  
\_\_\_\_\_

If this program will affect your working schedule, did you receive a schedule change approved by your director? (If no explain)

Signature \_\_\_\_\_

Date \_\_\_\_\_

PLEASE RETURN TO DIRECTOR OF EDUCATION

61

The makers of the **TYLENOL**® Family of Products will award ten \$10,000 scholarships and 150 \$1,000 scholarships for higher education to students who demonstrate leadership in community activities and school activities and major or who intend to major in areas that will lead to careers in health-related fields, and are residents of the 50 United States or the District of Columbia.

You may apply to the **TYLENOL**® Scholarship if you will be attending an undergraduate or graduate course of study in the Fall 2004 at an accredited two or four year college, university or vocational-technical school. This includes those students currently enrolled in an undergraduate or graduate course of study and have one or more years of school remaining. Past winners of the **TYLENOL**® Scholarship are not eligible to apply or win in 2004/2005.

To apply for a **TYLENOL**® Scholarship, you must comply with the application checklist at the end of this form.



TYPE OR PRINT ALL INFORMATION EXCEPT FOR SIGNATURES

STUDENT  
APPLICATION

FOR  
SCHOLARSHIP  
AMERICA  
USE ONLY

I.D.	#PD	RIC/CS	GPA	SATV	SATM	ACTE	ACTM	TOTAL

### APPLICANT DATA

NAME Last \_\_\_\_\_ First \_\_\_\_\_ MI \_\_\_\_\_

PERMANENT HOME MAILING ADDRESS Number \_\_\_\_\_ Street \_\_\_\_\_ Apt # \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

DATE OF BIRTH Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

PHONE (\_\_\_\_) \_\_\_\_\_

SOCIAL SECURITY NUMBER \_\_\_\_\_

Please indicate your status. (For statistical purposes only.) ☐ Male ☐ Female

☐ Alaskan Native/American Indian ☐ Asian ☐ Pacific Islands/Native Hawaiian

☐ African American/Black ☐ Hispanic/Latino ☐ White

### HIGH SCHOOL SENIOR STUDENT DATA

GRADUATION DATE Month \_\_\_\_\_ Year \_\_\_\_\_

THIS SECTION MUST BE COMPLETED AND SIGNED BY HIGH SCHOOL PRINCIPAL OR GUIDANCE COUNSELOR.

(High school seniors or if you have graduated high school and not completed at least one term at a post-secondary school).

Applicant's rank \_\_\_\_\_ in a class of \_\_\_\_\_ students

Cumulative unweighted grade point average \_\_\_\_\_ / 4.0 scale

Cumulative weighted grade point average \_\_\_\_\_ / 4.0 scale

Principal or Guidance Counselor signature \_\_\_\_\_

Title \_\_\_\_\_

---

## UNDERGRADUATE AND GRADUATE STUDENT DATA

Name of college you currently attend. \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

- ☐ 4 yr. College or University
- ☐ 2 yr. Community or Junior College
- ☐ Vocational-Technical School
- ☐ Other: please specify \_\_\_\_\_

Year in post-high school program next school year: 1 2 3 4 5 or Graduate Study

Major or course of study \_\_\_\_\_

Anticipated date of graduation \_\_\_\_\_

Current college cumulative grade point average (4.0 scale) \_\_\_\_\_

Degree sought: ☐ Bachelor ☐ Associate ☐ Certificate ☐ Other

---

### STORE INFORMATION (Required)

Please tell us from which retailer you obtained this application. If this application was obtained from another source, please provide the name of your favorite **TYLENOL®** brand retailer.

Store \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

How did you first hear about this scholarship?

- ☐ TV/Radio
  - ☐ Retail Store
  - ☐ High School/College Officer
  - ☐ Internet
  - ☐ Coupon in Sunday Paper
  - ☐ Other \_\_\_\_\_
  - ☐ Newspaper
  - ☐ College Fair
- (please specify)

---

### ALL APPLICANTS

Name of post-secondary school you attend or plan to attend. Use official school name. Do not use abbreviation.

City \_\_\_\_\_ State \_\_\_\_\_

Health-Related Field of Study \_\_\_\_\_

Year in school next year: 1 2 3 4 5 or Graduate Study

Expected graduation date: Month \_\_\_\_\_ Year \_\_\_\_\_

---

IF YOU ATTACH ADDITIONAL SHEETS, THE BELOW FORMAT MUST BE USED AND DO NOT REPEAT ACTIVITIES.

### SCHOOL COMMUNITY AND VOLUNTEER ACTIVITIES

#### 1. SCHOOL ACTIVITIES

List all school activities in which you have participated during the past 4 years (e.g. student government, music, sports, etc.). Indicate all special awards and honors. List all leadership positions and offices held. Check academic years during which you participated.

Activity	2000-2001	2001-2002	2002-2003	2003-2004	Special Awards/Honors	Leadership Positions/Offices Held	2000-2001	2001-2002	2002-2003	2003-2004

#### 2. COMMUNITY AND VOLUNTEER SERVICES

List all community and volunteer activities in which you have participated without pay during the past 4 years (e.g. Blue Cross, Big Brother/Big Sister, Youth Group, volunteer at nursing home, recycling project, etc.). Indicate all special awards and honors. List all leadership positions and offices held. Do not list any paid work. Check the academic years during which you participated.

Activity	2000-2001	2001-2002	2002-2003	2003-2004	Special Awards/Honors	Leadership Positions/Offices Held	2000-2001	2001-2002	2002-2003	2003-2004

#### GOALS AND ASPIRATIONS

Write a brief essay (100-200 words) on your goals as they relate to your 1-Education, 2-Career, and 3-Future Plans in a health-related field. Use an additional sheet if necessary.

---

---

---

---

---

---

---

---

## OTHER EXPERIENCES

In two or three sentences, state which experiences or persons have contributed to your plans to pursue a career in a health-related field.

---



---



---



---

## APPLICATION CHECKLIST

This scholarship application becomes complete and valid only when you have enclosed the following materials:

- o Student Application
- o Essay/Goals and Aspirations
- o High school seniors and students who have completed less than one full quarter or semester of post-secondary education (college) must include a high school transcript of grades with test scores; or
- o Students currently or previously enrolled in college, graduate school, or vocational-technical school must include all university or vo-tech transcripts of grades.
- o Name of the TYLENOL® retailer where this application was obtained. If obtained from another source, indicate your favorite TYLENOL® retailer.

(TRANSCRIPT, INCLUDING GRADING SCALE, MUST BE ENCLOSED WITH APPLICATION)

Mail To: Scholarship Management Services  
Scholarship America  
One Scholarship Way, PO Box 88  
Saint Peter, MN 56082  
1-800-537-4180

## SELECTION OF RECIPIENTS

Scholarship America has the sole responsibility for selecting recipients.

## CERTIFICATION

In submitting this application, I certify that the information provided is complete and accurate to the best of my knowledge. Falsification of information will result in termination of any scholarship granted. This application is the sole property of Scholarship America.

Applicant's Signature \_\_\_\_\_ Date: \_\_\_\_\_

Parent's Signature \_\_\_\_\_ Date: \_\_\_\_\_

(If applicant is under age 18)

## OFFICIAL RULES

In order to be eligible for a scholarship, applicants must complete the application form in its entirety and return it to Scholarship America by the entry postmark deadline, April 30, 2004. All applications will first be screened on the basis of leadership responsibilities in community activities and school activities and on grade point average. Scholarship recipients will be selected on the basis of the number, length of commitment, and quality of leadership responsibilities in community activities and school activities, awards and honors (40%), a clear statement of education and career goals (10%), and academic record (50%). Scholarship America will have sole responsibility for the selection of recipients and its decision will be final. Recipients will be notified by mail. Void where prohibited. All federal, state, and local laws, and regulations apply. Recipients shall be responsible for any and all taxes. Recipients will be required to sign and return an Affidavit of Eligibility/Release of Liability. Acceptance of scholarship constitutes permission to use recipient's name and/or likeness for purposes of advertising and trade and agreement to attend a local awards ceremony at the TYLENOL® brand's expense without any further compensation, unless prohibited by law. No transfer of scholarship is permitted. Offer open to residents of the 50 states and District of Columbia who plan to attend an accredited post-secondary school in the Fall of 2004 and enroll in an undergraduate or graduate course of study in a health-related field. Employees of McNeil Consumer and Speciality Pharmaceuticals, Scholarship America, their affiliates, subsidiaries, advertising and promotion agencies and the families of each are not eligible. Past winners of the Tylenol Scholarship are not eligible to apply or win in 2004/2005. Names of recipients will be posted on the Tylenol website at [www.tylenol.com](http://www.tylenol.com) in August 2004.



# DADE BEHRING *Scholarship Application*

Offered through the Coordinating Council  
on the Clinical Laboratory Workforce

## Intent of Scholarship

In an effort to address a persistent and deepening national need, Dade Behring is providing financial assistance and professional encouragement to young clinical laboratory professionals already enrolled in a structured (A.S. granting, CLT/MLT) course of study. The hope is to add to the corps of highly skilled professionals that constitutes the backbone of the life-saving work performed in clinical laboratories all over the nation every day.

## Eligibility Requirements

1. The applicant is enrolled in a NAACLS (CLT/MLT) accredited program.
2. The applicant has or is maintaining a 2.5 or better GPA.
3. The applicant must obtain two (2) written recommendations, one from a faculty member in his/her program of study and the second from an employer, community leader, agency personnel, or appropriate school official (other than a CLT/MLT instructor).
4. All successful applicants will be completing their final year of study by August 31, 2005.

## Terms of Scholarship

1. Fifty scholarships of \$1000 each will be awarded.
2. The scholarship award is intended to be used for tuition, fees or other requirements of the academic institution.
3. The scholarship will be awarded September 2004.

## Application Procedure

1. Please complete the entire application. If information is not applicable, please use "NA."
2. Supportive documentation required:
  - A. A transcript of grades MUST be included in this application. This must include all courses taken at any post-secondary institution that have any bearing on the current course of study. The transcript(s) may be a photocopy or internally generated document. An official transcript is not required.
  - B. Two letters of reference MUST be included with this application. The applicant must obtain two (2) written recommendations, one from a faculty member in his/her program of study and the second from an employer, community leader, agency personnel or appropriate school official (other than a CLT/MLT instructor).
  - C. A separate, statement explaining why the applicant chose this field MUST be attached to this application.

D. The completed application, transcripts, letters and statement MUST be forwarded as a complete package. An original & copies of the packet totaling six (6) must be included in one submission envelope.

3. Submit completed application form and packet materials to:

Mr. Joe Briden  
1616 East Greenway  
Phoenix, Arizona 85042

DEADLINE July 15, 2004 : AWARDS announced Sept.. 15, 2004

**I. PERSONAL INFORMATION**

Last name	First name	Middle initial
Home address		
City	State	ZIP
Phone number	E-mail address	
Are you a US citizen?	Yes No	If no, give alien status

**II. EDUCATIONAL INFORMATION**

Program name			
School name	City	State	ZIP
Date of enrollment	Grade point average		
Rank in class	Grade point average for science courses only		

**III. SCHOOL ACTIVITIES**

Please list extra-curricular activities such as membership and activities in a national laboratory association or campus professional organization, honors, community involvement, etc. Please include offices held. Use a separate sheet if necessary.

#### IV. FINANCIAL INFORMATION

Are you self-supporting? Yes No If yes, state estimated annual income

(that is, you are responsible for all living and educational expenses and do not receive rent-free housing or other non-monetary support from parents/guardians)

Are you married? Yes No If yes, state spouse's name, occupation and annual income

Spouse name Spouse occupation Spouse income

Number of dependent children Ages

To what extent are your parents or legal guardians names, occupations financially responsible for you? Yes No If yes, state their and annual income

Parent/Guardian name Occupation Income

Parent/Guardian Address

City State ZIP

Number of siblings financially dependent on parent or guardian Ages

Number of siblings in college/post secondary program Ages

Amount and source of any financial support (family, personal savings, employment, loans, grants, or scholarships)

Source

Amount

Financial obligations (dependents, outstanding debts)

Source

Amount

Financial obligations owed to current educational institution (outstanding loans, etc.)

Source	Amount
--------	--------

Tuition per semester or quarter	
---------------------------------	--

Student fees	
--------------	--

Textbooks, etc.	
-----------------	--

Transportation	
----------------	--

Housing	
---------	--

State any unusual financial circumstances:

---

---

---

---

---

---

☐ I hereby authorize Dade Behring and the Coordinating Council on the Clinical Laboratory Workforce to utilize the information from my application and the attachments for determination of this scholarship opportunity.

☐ I authorize the use of my name and likeness by Dade Behring and/or the Coordinating Council on the Clinical Laboratory Workforce for publicizing this scholarship program.

☐ I attest that the information in this application and the attachments are true.

---

Date

Name of Applicant

**Have you included with this application:**

☐ Your transcript?

☐ Letters of reference?

☐ Your statement explaining why you chose this field?

☐ Your e-mail address?

**APPENDIX D**  
**INTERVIEW QUESTIONS**

## INTERVIEW QUESTIONS

The purpose of these interview questions is to determine eligibility of Medical Technology Students at Bluefield Regional Medical Center to receive financial aid or assistance. All participants and their responses will be kept confidential.

1. How do you see the importance of financial assistance?
2. Other than government financial assistance, what are other means in which students can receive financial assistance?
3. If an institution does not have a financial assistance department, what would be the necessary steps in developing one?
4. What is the major reason why lab students cannot receive financial assistance for their clinical training at Bluefield Regional Medical Center?