

## **EAST MORGAN COUNTY HOSPITAL SCHOLARSHIP GUIDELINES**

In 1997, the Jack Petteys Memorial Foundation donated funds to the East Morgan County Hospital Foundation to help create a “Grow Our Own” Employee Scholarship Fund for the Hospital. A Scholarship Committee was formed, an application process developed, and beginning in 2000, \$500 scholarships began to be awarded annually to employees to further their education.

The Hospital must ensure that it will be able to provide up-to-date patient care for the community well into the future. In 2012, it was determined that the scholarship program should be expanded to provide flexibility in an attempt to make available funds for more employees, and the Joslin-Needham Family Foundation contributed an additional amount.

The goal of the Scholarship program is to offer employees educational opportunities to increase the medical skills necessary to deliver the best care possible for hospital patients. To accomplish this goal, employees should try to continue to add to their education, training and skill sets. Retaining good employees within the hospital system is a priority. By maximizing employees’ skills, there will be an increase in employee satisfaction which in turn will help retain valuable employees and improve patient care.

The Scholarship Committee will now be able to provide up to \$5,000 a year in scholarship funds, and the amount of each scholarship may vary depending on the number of applicants and cost of the coursework proposed. At least one semester of coursework must be proposed to qualify. Funding totals will be discretionary depending on the funds available and qualifications of applicants. It is understood that if more funds than are available from income are needed, corpus funds may be used at the discretion of the Scholarship Committee.

Application deadlines are March 31 and September 30 with the scholarship being awarded within 45 days of the deadline. The top applicants will be asked to participate in an interview with the Scholarship Committee. During the interview, the Committee should stress the importance of a commitment to remain at the Hospital for at least two years following completion of the course of study. Scholarships are not automatically renewed. Applications for renewal of a scholarship will be considered along with new applications, and must include a transcript of coursework completed.

These guidelines will be reviewed annually.