

SCHOLARSHIP PROGRAM

PURPOSE:

To encourage and assist hospital employees and individuals from the community interested in reaching their career goals in a healthcare-related field.

POLICY:

Katherine Shaw Bethea Hospital, recognizing that health care is a very important aspect of life, looks for those who are committed to a career to provide better health for residents living in our service area by providing financial assistance in the form of a scholarship for their education. The recipients of a scholarship are encouraged to consider employment at KSB Hospital following the completion of their education.

CONSIDERATIONS AND RELATED ISSUES:

1. The scholarship will be awarded to a hospital employee or a student enrolling or currently enrolled in any program relating to health care.
2. The person seeking this scholarship will submit a written application to the Administrative Office at KSB Hospital. All KSB Healthcare Scholarships (for Adults and High School Seniors) are due on March 15 of each year. The scholarship will apply to the school year starting with the following Fall Semester.
3. The applications will be reviewed by a committee composed of at least two (2) hospital personnel and two (2) hospital board members appointed annually by the hospital board chairperson.
4. All applicants will be notified regardless if they do or do not receive a scholarship. All KSB Healthcare Scholarship recipients will be notified during the month of April.

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5. The following scholarships will be awarded annually:

1.	<p><u>Agnes Florence Memorial Employee Scholarship</u> Given to a KSB employee accepted into school with the focus of study in a healthcare related field.</p>	\$1,000.00								
2.	<p><u>Sarah E. Richards, R.N. Memorial Scholarship</u> Given to a student re-entering the workforce or pursuing a second career in nursing.</p>	\$500.00								
3.	<p><u>Donna Drew Memorial Scholarship</u> Given to an area student pursuing their RN degree.</p>	\$500.00								
4.	<p><u>Martha Wilson Nursing Memorial Scholarship</u> Martha graduated from KSB Hospital School of Nursing on a Friday in 1958. The following Monday, she started work as the 3 to 11 charge nurse on the hospital's medical floor. Martha worked at KSB Hospital during her entire nursing career. She held the position of Staff Nurse, Assistant Head Nurse, Team Leader, House Supervisor, Inservice Coordinator, Assistant Director of Nursing, Assistant Administrator of Nursing, and after 41 years of service, she retired in 1999, as the Vice President of Nursing and Patient Care. Martha received her Bachelor of Science in Nursing degree from Northern Illinois University in 1978. This \$500 scholarship will be given to a KSB employee who is currently employed as a C.N.A. pursuing their LPN or RN degree or to a KSB employee who is currently employed as a LPN pursuing their RN degree.</p>	\$500.00								
5.	<p><u>Chuck Faley Memorial Scholarship</u> Given to a KSB employee accepted into school with the focus of study in a healthcare related field.</p>	\$500.00								
6.	<p><u>KSB High School Healthcare Scholarship</u> To promote interest in the health care industry, KSB is offering scholarships to high school seniors of the following schools who are committed to a focus of study in a healthcare field:</p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">Amboy</td> <td style="text-align: center;">Ashton/Franklin Center</td> </tr> <tr> <td style="text-align: center;">Dixon</td> <td style="text-align: center;">Faith Christian</td> </tr> <tr> <td style="text-align: center;">Oregon</td> <td style="text-align: center;">Polo</td> </tr> <tr> <td style="text-align: center;">Sterling Newman</td> <td></td> </tr> </table> <p>In order to encourage and reward interest in this area, eight (8) annual \$1,000 scholarships (one scholarship to a high school senior of each abovementioned school with the exception of Dixon, which will receive two scholarships) will be awarded.</p>	Amboy	Ashton/Franklin Center	Dixon	Faith Christian	Oregon	Polo	Sterling Newman		\$1,000.00 each
Amboy	Ashton/Franklin Center									
Dixon	Faith Christian									
Oregon	Polo									
Sterling Newman										

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PROCEDURE:

Adult (Post-High School) Scholarships:

1. The following criteria selection will be as follows if applying for any of the adult (post high school) scholarships listed below:

**Agnes Florence Memorial Employee Scholarship
Sarah E. Richards, R.N. Memorial Scholarship
Donna Drew Memorial Nursing Scholarship
Martha Wilson Nursing Memorial Scholarship
Chuck Faley Memorial Scholarship**

- A. The student will be a resident of the hospital's primary service area and must have completed one year of college (post-high school).
 - B. Financial need will be taken into consideration.
 - C. Profile of yourself, stressing factors relevant to your occupational choice, goals and motivation for applying for this scholarship (financial reasons, potential employment opportunities, etc.) Qualifications you feel you have to pursue your education for your chosen profession, limit to one typewritten page.
 - D. Three forms of scholarship recommendation to be submitted (using the Scholarship Recommendation Form):
 - 1) From an instructor or employer.
 - 2) A personal reference from non-family member.
 - 3) Reference of your choice.
 - E. A current grade point average of 3.0 out of 4 or 4.0 out of 5 is desirable, but not necessary.
2. Past scholarship recipients are eligible to re-apply.
 3. Winners will be notified. Recognition will be given at a summer KSB Board of Directors meeting, to which scholarship winners are strongly requested to attend. Scholarship winners will be publicized.
 4. If the student discontinues their education, the funds are to be returned prorated with the school year left.

KSB High School Healthcare Scholarships:

1. The following criteria selection will be as follows if applying for the **KSB High**

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School Healthcare Scholarship:

- A. The student will be a resident of the hospital's primary service area and is a high school senior at one of the following local schools: Amboy, Ashton/Franklin Center, Dixon, Faith Christian, Oregon, Polo and Sterling Newman. Students are eligible to receive only one award. All abovementioned schools will receive one (1) scholarship with the exception of Dixon, which will receive two (2).
 - B. Financial need will be taken into consideration.
 - C. Sciences studied during high school, including but not limited to physics, biology and chemistry.
 - D. Profile of yourself, stressing factors relevant to your occupational choice, goals and motivation for applying for this scholarship (financial reasons, potential employment opportunities, etc.) Qualifications you feel you have to pursue your education for your chosen profession, limit to one typewritten page.
 - E. Three forms of scholarship recommendation to be submitted (using the Scholarship Recommendation Form):
 - 1) From an instructor or employer.
 - 2) A personal reference from non-family member.
 - 3) Reference of your choice.
 - F. A current grade point average of 3.0 out of 4 or 4.0 out of 5 is desirable, but not necessary.
 - G. Preferred, but not necessary a career goal in the health care field.
2. Winners will be notified. Recognition will be given at a summer KSB Board of Directors meeting, to which scholarship winners are strongly requested to attend. Scholarship winners will be publicized.
 3. If the student discontinues their education, the funds are to be returned prorated with the school year left.

REGULATIONS AFFECTING POLICY:

N/A

SCOPE:

All hospital employees and residents living in the hospital service area.

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RESPONSIBILITY FOR ENFORCEMENT:

Administration

METHODS OF DISSEMINATION:

Administrative Management Manual

APPROVALS

Approved: 09/90
Effective:
Reviewed: 10/92; 09/93; 10/94; 04/95;
07/97; 11/98; 03/01; 06/06;
10/08; 10/10; 11/12

President/CEO

Revised: 09/91; 08/96; 09/99; 10/01;
12/02; 11/03; 08/06; 12/08;
01/10; 02/10; 01/11; 12/11;
01/13; 02/14; 01/15; 01/16;
01/17; 02/18; 02/19; 02/20