

2005 CMHA Hospital Education Support Survey



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Introduction

Hospitals in the nation are key to the nursing education process, through their participation in and support of clinical education and rotations. The level of support is especially strong in the urban based markets. Despite this clinical support, such hospitals are not currently recognized nor reimbursed for the roles they play in nursing and allied education, in contrast to the Medicare reimbursement mechanisms established under graduate medical education participation. Also, it is understood that clinical education for nursing was once reimbursable at an earlier time when most nursing programs were hospital-based for both didactic and clinical training.

Further exploration of this education issue meets a real need for members of CMHA, has widespread appeal, and would encourage the continuation of hospitals' role as clinical affiliates at a time when the workforce shortage is acute and pressures to expand education are mounting.

The CMHA first discussed the nursing education issue at its August 2003 board meeting, where a motion was passed to pursue and explore further through the Human Resource group. The HR group first considered this topic at its October 2003 meeting, discussing survey dynamics and next steps for action. In 2004 sample surveys were gathered, partners were approached, and vendor options considered. The HR group has served as a steering group for the survey development. Astron Solutions, a national Human Resource consulting firm from New York, was contracted in November 2004 to conduct the survey.

One hundred thirty five (135) organizations participated in the web-based survey. All data are effective as of May 20, 2005.

We would like to express our thanks to all of the organizations that participated in the survey. If you have any questions or suggestions for enhancements to the survey, please contact Michael Maciekowich at (800) 520-3889 x2, or John Sazaklis at (800) 520-3889 x6.

Survey Methodology

Completed survey questionnaires were reviewed by Astron analysts for completeness and quality. Astron followed up as needed with participants to verify and clarify ambiguous responses and data anomalies. Astron then conducted the statistical analyses the foundation of this report.

Survey Participants

Midwest Region

Illinois

Alexian Brothers Medical Center	Elk Grove, IL 60007
Centegra Health System	McHenry, IL 60050
Condell Health Network	Libertyville, IL 60048
Delnor-Community Hospital	Geneva, IL 60134
Edward Hospital & Health Services	Naperville, IL 60540
Gottlieb Memorial Hospital	Melrose Park, IL 60160
Holy Cross Hospital	Chicago, IL 60629
Passavant Area Hospital	Jacksonville, IL 62650
Provena Mercy Center	Aurora, IL 60506
Provena Saint Joseph Hospital	Elgin, IL 60123
Provena Saint Joseph Medical Center	Joliet, IL 60435
Rochelle Community Hospital	Rochelle, IL 61068
Rush North Shore Medical Center	Skokie, IL 60076
Saints Mary and Elizabeth Medical Center	Chicago, IL 60622
St. Alexius Medical Center	Hoffman Estates, IL 60194
St. James Hospital and Health Centers	Chicago Heights, IL 60411

Indiana

Dearborn County Hospital	Lawrenceburg, IN 47025
Margaret Mary Community Hospital	Batesville, IN 47006

Ohio

Dayton Heart Hospital	Dayton, OH 45408
TriHealth	Cincinnati, OH 45206
Upper Valley Medical Center	Troy, OH 45373
Wayne Hospital	Greenville, OH 45331

Wisconsin

Mercy Health System	Janesville, WI 53545
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Survey Participants (2)

Northeast Region

New York

AO Fox Memorial Hospital	Oneonta, NY 13820
Auburn Memorial Hospital	Auburn, NY 13021
Bassett Healthcare	Cooperstown, NY 13326
Bassett Hospital of Schoharie County	Cobleskill, NY 12043
Brookhaven Memorial Hospital Medical Center	Patchogue, NY 11772
Cortland Memorial Hospital	Cortland, NY 13045
CVPH Medical Center	Plattsburgh, NY 12901
Elizabethtown Community Hospital	Elizabethtown, NY 12932
Good Samaritan Hospital Medical Center	West Islip, NY 11795
Hudson Valley Hospital Center	Cortlandt Manor, NY 10567
John T. Mather Memorial Hospital	Port Jefferson, NY 11777
Massena Memorial Hospital	Massena, NY 13662
Mercy Medical Center	Rockville Centre, NY 11571-9024
New Island Hospital	Bethpage, NY 11714
Northern Westchester Hospital Center	Mt. Kisco, NY 10549
Oneida Healthcare Center	Oneida, NY 13421
Phelps Memorial Hospital Center	Sleepy Hollow, NY 10591
Samaritan Hospital	Troy, NY 12180
South Nassau Communities Hospital	Oceanside, NY 11572
Southampton Hospital	Southampton, NY 11968
St. Mary's Hospital	Amsterdam, NY 12010
St. Mary's Hospital/Seton Health	Troy, NY 12180
Winthrop-University Hospital	Mineola, NY 11501

Pennsylvania

Abington Memorial Hospital	Abington, PA 19001
Albert Einstein Healthcare Network	Philadelphia, PA 19010
Armstrong County Memorial Hospital	Kittanning, PA 16201
Belmont Center for Comprehensive Treatment	Philadelphia, PA 19131
Bradford Regional Medical Center	Bradford, PA 16701
Brandywine Hospital	Coatesville, PA 19320
Brookville Hospital	Brookville, PA 15825
Main Line Hospitals	Bryn Mawr, PA 19010
Corry Memorial Hospital	Corry, PA 16407
Crozer Chester Medical Center	Upland, PA 19320
Doylestown Hospital	Doylestown, PA 18901
Excelsa Health - Latrobe Hospital	Latrobe, PA 15213
Fox Chase Cancer Center	Philadelphia, PA 19111
Frankford Hospital	Philadelphia, PA 19114
Graduate Hospital	Philadelphia, PA 19146
Grand View Hospital	Sellersville, PA 18960



Survey Participants (3)

Northeast Region (continued)

Pennsylvania (continued)

Hahnemann University Hospital	Philadelphia, PA 19102
Holy Redeemer Hospital & Medical Center	Meadowbrook, PA 19046
Hospital of the University of Pennsylvania Health System	Philadelphia, PA 19104
Jameson Health System	New Castle, PA 16105
Jeanes Hospital	Philadelphia, PA 19086
Kensington Hospital	Philadelphia, PA 19122
Mercy Fitzgerald Hospital	Darby, PA 19023
Mercy Hospital of Philadelphia	Philadelphia, PA 19143
Phoenixville Hospital	Phoenixville, PA 19460
Presbyterian Medical Center of the University of Pennsylvania Health System	Philadelphia, PA 19104
Riddle Health System	Media, PA 19063
Roxborough Memorial Hospital	Philadelphia, PA 19128
Sewickley Valley Hospital	Beaver, PA 15009
St. Luke's Quakertown Hospital	Quakertown, PA 18951
Taylor Hospital	Ridley Park, PA 19078
The Chester County Hospital	West Chester, PA 19380
The Washington Hospital	Washington, PA 15301
Thomas Jefferson University Hospital	Philadelphia, PA 19107
University of Pittsburgh Medical Center - Passavant	Pittsburgh, PA 15239
University of Pittsburgh Medical Center - St. Margaret	Pittsburgh, PA 15215
Warminster Hospital	Warminster, PA 18974



Survey Participants (4)

South Region

District of Columbia

Providence Hospital

Washington, DC 20017

Florida

Delray Medical Center
Hollywood Medical Center

Delray Beach, FL 33484
Hollywood, FL 33021

Louisiana

Chalmette Medical Center
East Jefferson General Hospital
Kenner Regional Medical Center
Lakeview Regional Medical Center
Leonard J. Chabert Medical Center
LifeCare Hospital of New Orleans
Lindy Boggs Medical Center
Meadowcrest Hospital
Medical Center of Louisiana
Methodist Hospital
Ochsner Clinic Foundation
Slidell Memorial Hospital
St. Tammany Parish Hospital
Terrebonne General Medical Center
Thibodaux Regional Medical Center
Touro Infirmary
Tulane University Hospital & Clinic
VA Medical Center

Chalmette, LA 70043
Metairie, LA 70006
Kenner, LA 70065
Covington, LA 70433
Houma, LA 70363
New Orleans, LA 70115
New Orleans, LA 70119
Gretna, LA 70056
New Orleans, LA 70112
New Orleans, LA 70127
New Orleans, LA 70121
Slidell, LA 70458
Covington, LA 70433
Houma, LA 70360
Thibodaux, LA 70301
New Orleans, LA 70115
New Orleans, LA 70112
New Orleans, LA 70112

Maryland

Johns Hopkins Bayview Medical Center
Maryland General Hospital
Suburban Hospital

Baltimore, MD 21224
Baltimore, MD 21201
Bethesda, MD 20814

Texas

Baylor Regional Medical Center at Grapevine
Campbell Health System
Children's Medical Center Dallas
Harris Methodist Fort Worth
Harris Methodist HEB Hospital
Huguley Memorial Medical Center
John Peter Smith Hospital

Grapevine, TX 76051
Weatherford, TX 76086
Dallas, TX 75235
Fort Worth, TX 76110
Bedford, TX 76022
Fort Worth, TX 76115
Fort Worth, TX 76104



Survey Participants (5)

South Region (continued)

Texas (continued)

Lake Pointe Medical Center	Rowlett, TX 75088
Medical Center of Plano	Plano, TX 75075
Methodist Dallas Medical Center	Rowlett, TX 75088
Palo Pinto General Hospital	Mineral Wells, TX 76067
Parkland Health & Hospital System	Dallas, TX 75235
Presbyterian Hospital of Greenville	Greenville, TX 75403
Richardson Regional Medical Center	Richardson, TX 75080
Texas Scottish Rite Hospital for Children	Dallas, TX 75219

Virginia

Northern Virginia Community Hospital	Arlington, VA 22204
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Survey Participants (6)

West

California

Community Hospital of Monterey Peninsula
Kaweah Delta Health Care District
Mark Twain St. Joseph's Hospital
Methodist Hospital of Southern California
Paradise Valley Hospital
Pomona Valley Hospital Medical Center
Redlands Community Hospital
Scripps Mercy Hospital
Sonora Regional Medical Center
St. Elizabeth Community Hospital
Sutter Health
Watsonville Community Hospital

Monterey, CA 93942
Visalia, CA 93291
San Andreas, CA 95252
Arcadia, CA 91007
National City, CA 91950
Pomona, CA 91767
Redlands, CA 92373
San Diego, CA 92103
Sonora, CA 95370
Red Bluff, CA 96080
Sacramento, CA 95833
Watsonville, CA 95076



Participant Demographics

Regional Distribution (135 Participants)	Number of Participants	% of All Participants
Midwest	23	17.0%
Northeast	60	44.4%
South	40	29.6%
West	12	8.9%

Breakdown of Ownership Status (135 Participants)		
For-profit		15.6%
Not-for-profit		77.8%
Government Owned		4.4%
Other		2.2%

Fiscal Year Reporting (133 Participants)		
January 2004 - December 2004		55.6%
April 2003 - March 2004		0.8%
July 2003 - June 2004		33.8%
October 2003 - September 2004		7.5%
Other		2.3%

Number of Full-time Equivalent (FTEs) (117 Participants)		
Average		1,637
P25 – 25th Percentile		630
P50 – 50th Percentile (Median)		1,000
P75 – 75th Percentile		1,772

Total Number of Employees (125 Participants)		
Average		2,113
P25 – 25th Percentile		785
P50 – 50th Percentile (Median)		1,300
P75 – 75th Percentile		2,282



Participant Demographics (2)

Number of Staffed Beds (124 Participants)			
Average		225	
P25 – 25th Percentile		109	
P50 – 50th Percentile (Median)		181	
P75 – 75th Percentile		309	
Number of Licensed Beds (129 Participants)			
Average		285	
P25 – 25th Percentile		148	
P50 – 50th Percentile (Median)		225	
P75 – 75th Percentile		363	
System Affiliation (134 Participants)		Number of Participants	% of Participants
Part of a System		79	59.0%
Not Part of a System		55	41.0%
If Part of a System (79 Participants)		Number of Participants	% of Participants
Data Submitted are for the entire System		10	12.7%
Data Submitted are not for the entire System		69	87.3%



Survey Definitions

The following statistical measures are included in the data analysis:

Number of Responses	The number of organizations reporting data for the question.
Total Number of Responses	The sum of responses reported by all organizations.
Average (Mean)	The sum of all data divided by the number of organizations reporting data.
P25 (25th Percentile)	The rate within the sample that is higher than 25% of all the rates reported.
P50 (50th Percentile)	The rate within the sample that is the middle value of all the rates reported (also known as the median).
P75 (75th Percentile)	The rate within the sample that is higher than 75% of all the rates reported.
Amount	The sum of all dollar amounts reported by respondents.



Data Reporting Methodology

The table provided for each question contains a statistical analysis for all organizations reporting data. The responses to each question are shown on an overall basis and by region.

Financial Support of Nursing and Allied Health Programs

Nursing Faculty (Those not on Hospital Staff)

	Overall	Midwest	Northeast	South	West
Number of Responses	14	1	8	3	2
Total Number of Faculty Sponsored	80	2	69	5	4
Average	\$305,328	*****	\$482,887	\$85,833	*****
P25	\$75,375	*****	\$228,750	\$78,750	*****
P50	\$118,000	*****	\$548,125	\$97,500	*****
P75	\$554,063	*****	\$643,803	\$98,750	*****
Amount	\$4,274,598	\$20,000	\$3,863,098	\$257,500	\$134,000

Allied Health Faculty (Those not on Hospital Staff)

	Overall	Midwest	Northeast	South	West
Number of Responses	5	1	4	0	0
Total Number of Faculty Sponsored	24	1	23	0	0
Average	\$247,373	*****	\$296,256	*****	*****
P25	\$51,840	*****	\$132,214	*****	*****
P50	\$170,099	*****	\$250,731	*****	*****
P75	\$331,363	*****	\$414,773	*****	*****
Amount	\$1,236,865	\$51,840	\$1,185,025	*****	*****

Adjunct Faculty (Lecture or Clinical Instruction) for Nursing

	Overall	Midwest	Northeast	South	West
Number of Responses	24	5	9	8	2
Total Number of Faculty	70	10	32	26	2
Average	\$54,403	\$36,488	\$73,078	\$49,290	*****
P25	\$27,850	\$28,800	\$19,380	\$30,000	*****
P50	\$41,600	\$33,640	\$50,000	\$35,160	*****
P75	\$52,750	\$50,000	\$57,626	\$60,750	*****
Amount (Salary Equivalent)	\$1,305,660	\$182,440	\$657,700	\$394,320	\$71,200

Financial Support of Nursing and Allied Health Programs (2)

Adjunct Faculty (Lecture or Clinical Instruction) for Allied Health

	Overall	Midwest	Northeast	South	West
Number of Responses	6	2	3	1	0
Total Number of Faculty	410	4	405	1	0
Average	\$44,331	*****	\$56,751	*****	*****
P25	\$14,134	*****	\$36,377	*****	*****
P50	\$42,667	*****	\$62,753	*****	*****
P75	\$62,065	*****	\$80,127	*****	*****
Amount (Salary Equivalent)	\$265,988	\$35,734	\$170,253	\$60,000	*****

Clinical Supervision of Students (Non-Adjunct Faculty) for Nursing

	Overall	Midwest	Northeast	South	West
Number of Responses	50	10	19	14	7
Total Hours Per Year	392,560	105,808	229,406	42,460	14,886
Average	\$145,760	\$261,969	\$149,282	\$76,256	\$109,193
P25	\$15,675	\$16,520	\$13,590	\$20,379	\$30,000
P50	\$36,750	\$66,538	\$20,328	\$38,000	\$37,500
P75	\$176,100	\$205,000	\$282,732	\$90,000	\$115,064
Amount (Salary Equivalent)	\$7,287,978	\$2,619,691	\$2,836,356	\$1,067,579	\$764,352

Clinical Supervision of Students (Non-Adjunct Faculty) for Allied Health

	Overall	Midwest	Northeast	South	West
Number of Responses	46	12	20	10	4
Total Hours Per Year	308,118	66,607	191,469	48,522	1,520
Average	\$175,306	\$120,318	\$258,034	\$121,651	\$60,763
P25	\$13,568	\$10,163	\$15,530	\$38,250	\$32,413
P50	\$70,847	\$62,294	\$93,847	\$73,247	\$55,650
P75	\$161,471	\$169,620	\$344,114	\$159,375	\$84,000
Amount (Salary Equivalent)	\$8,064,056	\$1,443,816	\$5,160,682	\$1,216,508	\$243,050

Financial Support of Nursing and Allied Health Programs (3)

Administrative Coordination of Students for Nursing

	Overall	Midwest	Northeast	South	West
Number of Responses	81	16	33	24	8
Total Hours Per Year	69,420	5,776	52,912	10,072	660
Average	\$25,991	\$13,432	\$46,806	\$12,713	\$5,077
P25	\$1,975	\$1,096	\$2,400	\$1,884	\$1,900
P50	\$5,918	\$3,806	\$18,000	\$5,012	\$2,450
P75	\$22,651	\$12,400	\$68,500	\$15,608	\$5,230
Amount (Salary Equivalent)	\$2,105,269	\$214,919	\$1,544,613	\$305,120	\$40,618

Administrative Coordination of Students for Allied Health

	Overall	Midwest	Northeast	South	West
Number of Responses	55	14	19	17	5
Total Hours Per Year	36,192	6,211	24,764	4,917	300
Average	\$21,272	\$14,688	\$44,196	\$6,796	\$1,816
P25	\$1,162	\$1,288	\$2,653	\$500	\$1,000
P50	\$3,000	\$2,173	\$8,565	\$1,500	\$1,680
P75	\$11,955	\$18,728	\$26,884	\$5,702	\$2,400
Amount (Salary Equivalent)	\$1,169,962	\$205,628	\$839,720	\$115,535	\$9,080

Equipment and Supplies for Nursing

	Overall	Midwest	Northeast	South	West
Number of Responses	22	4	12	4	2
Average	\$349,406	\$1,692,904	\$75,014	\$3,675	*****
P25	\$1,000	\$5,125	\$1,000	\$1,025	*****
P50	\$5,000	\$15,750	\$8,243	\$2,850	*****
P75	\$34,063	\$1,703,529	\$80,122	\$5,500	*****
Amount	\$7,686,933	\$6,771,616	\$900,167	\$14,700	\$450

Financial Support of Nursing and Allied Health Programs (4)

Equipment and Supplies for Allied Health

	Overall	Midwest	Northeast	South	West
Number of Responses	13	4	6	3	0
Average	\$3,458,904	\$11,238,227	\$1,391	\$1,500	*****
P25	\$500	\$500	\$325	\$600	*****
P50	\$1,000	\$10,250	\$1,100	\$1,000	*****
P75	\$3,300	\$11,247,977	\$1,950	\$2,150	*****
Amount	\$44,965,751	\$44,952,907	\$8,344	\$4,500	*****

Equipment and Supplies on-site for Nursing

	Overall	Midwest	Northeast	South	West
Number of Responses	27	4	12	8	3
Average	\$256,647	\$1,687,904	\$12,995	\$2,456	\$750
P25	\$975	\$4,000	\$1,300	\$500	\$625
P50	\$2,000	\$5,750	\$4,415	\$1,475	\$1,000
P75	\$6,650	\$1,689,654	\$17,900	\$3,000	\$1,000
Amount	\$6,929,456	\$6,751,616	\$155,940	\$19,650	\$2,250

Equipment and Supplies on-site for Allied Health

	Overall	Midwest	Northeast	South	West
Number of Responses	20	4	10	5	1
Average	\$2,262,550	\$11,233,477	\$29,764	\$3,690	*****
P25	\$500	\$500	\$325	\$2,300	*****
P50	\$1,550	\$750	\$1,550	\$2,500	*****
P75	\$5,372	\$11,233,727	\$8,457	\$3,400	*****
Amount	\$45,250,993	\$44,933,907	\$297,636	\$18,450	\$1,000

Financial Support of Nursing and Allied Health Programs (5)

Classroom Space (Conference Rooms/Hours Used Per Year) for Nursing

	Overall	Midwest	Northeast	South	West
Number of Responses	83	16	32	25	10
Total Number of Conference Rooms	549	105	132	187	125
Average	1,019	570	1,939	303	585
P25	128	121	260	100	76
P50	282	200	744	200	200
P75	850	600	1,892	300	526
Hours Used Per Year	84,584	9,126	62,033	7,577	5,848

Classroom Space (Conference Rooms/Hours Used Per Year) for Allied Health

	Overall	Midwest	Northeast	South	West
Number of Responses	46	13	16	11	6
Total Number of Conference Rooms	145	53	35	31	26
Average	672	189	1,570	230	137
P25	49	25	290	76	21
P50	208	100	460	120	53
P75	400	160	1,690	255	188
Hours Used Per Year	30,929	2,455	25,122	2,533	819

Grants or Contributions to Start a New Program for Nursing

	Overall	Midwest	Northeast	South	West
Number of Responses	14	4	3	4	3
Average	\$382,850	\$73,750	\$70,566	\$100,800	\$1,483,334
P25	\$22,750	\$5,000	\$59,988	\$24,250	\$325,002
P50	\$53,100	\$27,500	\$85,000	\$40,600	\$650,000
P75	\$199,181	\$96,250	\$88,361	\$117,150	\$2,225,000
Amount	\$5,359,900	\$295,000	\$211,697	\$403,200	\$4,450,003

Financial Support of Nursing and Allied Health Programs (6)

Grants or Contributions to Start a New Program for Allied Health

	Overall	Midwest	Northeast	South	West
Number of Responses	5	1	1	1	2
Average	\$44,300	*****	*****	*****	*****
P25	\$15,000	*****	*****	*****	*****
P50	\$25,000	*****	*****	*****	*****
P75	\$25,000	*****	*****	*****	*****
Amount	\$221,500	\$15,000	\$11,000	\$25,000	\$170,500

Grants or Contributions to Expand an Existing Program for Nursing

	Overall	Midwest	Northeast	South	West
Number of Responses	17	2	4	6	5
Average	\$50,487	*****	\$83,723	\$28,107	\$60,040
P25	\$4,541	*****	\$21,000	\$2,735	\$27,600
P50	\$27,600	*****	\$35,000	\$3,720	\$73,500
P75	\$73,500	*****	\$97,723	\$43,150	\$90,000
Amount	\$858,271	\$54,541	\$334,890	\$168,640	\$300,200

Grants or Contributions to Expand an Existing Program for Allied Health

	Overall	Midwest	Northeast	South	West
Number of Responses	2	0	0	0	2
Average	*****	*****	*****	*****	*****
P25	*****	*****	*****	*****	*****
P50	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****
Amount	\$15,000	*****	*****	*****	\$15,000

Financial Support of Nursing and Allied Health Programs (7)

The Total Amount of Other Hospital Financial Support for Nursing

	Overall	Midwest	Northeast	South	West
Number of Responses	17	1	4	6	5
Average	\$50,487	*****	\$83,723	\$28,107	\$60,040
P25	\$4,541	*****	\$21,000	\$2,735	\$27,600
P50	\$27,600	*****	\$35,000	\$3,720	\$73,500
P75	\$73,500	*****	\$97,723	\$43,150	\$90,000
Amount	\$858,271	\$54,541	\$334,890	\$168,640	\$300,200

Comments about the Total Amount of Other Hospital Financial Support for Nursing

- Financial aid and tuition reimbursement.
- Planning time for collaborative programs with area schools of nursing.
- The hospital foundation paid \$93,000 in 2004 toward tuition reimbursement for all employees, the bulk of which is (approx. \$40,000) for nursing education.
- Nursing scholarships.
- Seminars for staff on mentoring and preceptoring.
- FY 2004 was an operating loss for the Nursing School owned and operated by our faculty.
- Salary for two part-time librarians.
- Reimbursement for seminars and education.
- Refreshments, recruitment materials.
- Nursing Scholarships for students.
- Estimate of time for Unit Managers to coordinate Nursing Student activities. Estimate of time/expense for secretarial support of maintenance of schedules. Staff time spend in reviewing and supervising the care provided by nursing student in our facility.
- We provides clinical rotation programs for nursing students. The students work with our staff and use supplies as needed but we do not keep track of these costs as a separate account since staff is being paid as part of their regular work hours and the equipment being used is part of our patient care.
- Help to subsidize the school program.
- The hospital pays for student parking.
- Our hospital helps defray the cost of the local nursing school. Instructors are on hospital payroll. The total is the financial commitment to the nursing school.
- We provide one year of work experience, the nursing student is 'buddied' with an RN and is NOT part of our calculated HPD (budget). We also give cash \$500 a semester to student nurses. We also have a 20/40 program where the student is given a stipend while in school and maintains full benefits and salary during school time.
- We sponsor a 'Care Conference' for graduating RNs. This conference is where the students work in teams and present a nursing research project.

Financial Support of Nursing and Allied Health Programs (8)

Comments about the Total Amount of Other Hospital Financial Support for Nursing (continued)

- Our hospital has nursing students perform clinical rotation at our facility. These students are instructed and supervised by the instructors from their educational institution.
- We have a scholarship loan program where we will grant up to \$15,000.00 per student for Nursing School. We average 15 per year at an average cost of \$11,000.00 each.
- Faculty Forum program, senior nurse seminar - programs providing information and networking offered each year. Cost represents approximate cost to put on the programs.
- Our hospital has committed \$35,000 per year through the California Hospital Association & the local community college to support nursing education.
- Outside seminar/workshop registration and travel expenses. Internal Programs, i.e.. Palliative Care, WOCN education, CC computer based training, OR internship education.
- Snack for feedback sessions with students to evaluate the clinical experience.
- Two hours spent at meetings attended by Director of Patient Care Services. Nursing School Advisory Board.
- Project LINC students in formal education programs for LVN to RN, RN to ADN or BSN.
- Cost of building and furnishing two new nursing laboratories to increase RN seats at university (\$200K). Cost of furnishing clinical classroom for accredited LPN program at Hospital (\$50K).
- Since each organization operates in a unique manner it is very difficult to quantify the numbers as requested.
- Nursing Student Clinical Hours usually include time assigned to clinical nurse for 6-8 hour clinical either as patient assignment or nurse preceptor. This student/nurse partnership is in addition to nurse patient assignments and unpaid resourcing of students. Need to implement TB Fit Testing for Employees and Students to comply with OSHA standards at \$50/eval. Currently cost prohibitive. 400 for Student Nurse Recruitment Function.
- The bulk of the expense of the Nursing & Allied Health (radiology) students are handled by their School/University.



Financial Support of Nursing and Allied Health Programs (9)

The Total Amount of Other Hospital Financial Support for Allied Health

	Overall	Midwest	Northeast	South	West
Number of Responses	2	0	0	0	2
Average	*****	*****	*****	*****	*****
P25	*****	*****	*****	*****	*****
P50	*****	*****	*****	*****	*****
P75	*****	*****	*****	*****	*****
Amount	\$15,000	*****	*****	*****	\$15,000

Comments about the Total Amount of Other Hospital Financial Support for Allied Health

- Planning time for collaborative programs with allied health schools.
- Clinical instructor seminars.
- Estimate of time for Unit Managers to coordinate Respiratory Therapy Student activities. Estimate of time/expense for secretarial support, of maintenance of schedules. Staff time spend in reviewing and supervising the care provided by nursing student in our facility.
- We provides clinical rotation programs for allied health students. The students work with our staff and use supplies as needed but we do not keep track of these costs as a separate account since staff is being paid as part of their regular work hours and the equipment being used is part of our patient care.
- The hospital pays for student parking.
- The hospital has a forgivable loan program of \$30,000 per year for a 2-year program. We accepted two students in 2004 for a total commitment of \$120,000.
- Allied Health program is run through a coordinator not paid by the hospital for local high school students interested in a healthcare career. With the exception of providing a classroom space and allowing the students to rotate and observe various units/departments, no other additional support is provided.
- Scholarship loan program as above for Diagnostic Imaging, Ultrasound, and Respiratory Care. We average 6 per year at an average cost of \$8,000.00 each.
- We provide a \$5 meal ticket to every PT, OT, or Speech Therapy Student for lunch every day of their clinical rotation at our hospital.
- Outside seminars or workshop registration and travel expenses.
- Graduation expenses/supplies for Radiology.
- Our facility pays two full time staff for our Radiology School. The functions of the jobs are administrative, classroom instruction, and clinical supervision. The salaries are \$45,822 and \$36,961 annually.

Financial Support of Nursing and Allied Health Students

Tuition Reimbursement for Nursing

	Overall	Midwest	Northeast	South	West
Number of Responses	97	19	47	23	8
Total Number of Personnel (Sponsored)	5,397	960	2,745	558	1,134
Average	\$100,574	\$92,830	\$123,688	\$33,244	\$176,750
P25	\$12,128	\$17,500	\$12,561	\$9,770	\$20,250
P50	\$39,714	\$56,733	\$40,000	\$15,346	\$58,250
P75	\$92,000	\$164,468	\$93,500	\$46,786	\$182,875
Amount	\$9,755,688	\$1,763,771	\$5,813,315	\$764,603	\$1,414,000

Tuition Reimbursement for Allied Health

	Overall	Midwest	Northeast	South	West
Number of Responses	82	18	35	21	8
Total Number of Personnel (Sponsored)	2,514	408	1,371	219	516
Average	\$368,484	\$1,503,030	\$72,043	\$13,954	\$87,638
P25	\$5,128	\$6,375	\$5,743	\$2,828	\$5,550
P50	\$19,121	\$27,018	\$23,636	\$8,823	\$19,950
P75	\$38,924	\$65,782	\$44,424	\$19,005	\$112,500
Amount	\$30,584,144	\$27,054,540	\$2,521,517	\$306,988	\$701,100

Student Stipends for Nursing

	Overall	Midwest	Northeast	South	West
Number of Responses	21	3	4	12	2
Total Number of Stipends	392	17	104	245	26
Average	\$112,747	\$7,250	\$221,591	\$89,759	*****
P25	\$4,000	\$2,625	\$179,978	\$5,803	*****
P50	\$26,532	\$4,000	\$277,673	\$24,266	*****
P75	\$178,200	\$10,250	\$319,286	\$131,318	*****
Amount	\$2,367,685	\$21,750	\$886,365	\$1,077,107	\$382,463

Financial Support of Nursing and Allied Health Students (2)

Student Stipends for Allied Health

	Overall	Midwest	Northeast	South	West
Number of Responses	7	1	2	3	1
Total Number of Stipends	69	5	46	17	1
Average	\$51,829	*****	*****	\$14,517	*****
P25	\$2,875	*****	*****	\$2,875	*****
P50	\$12,000	*****	*****	\$3,750	*****
P75	\$71,900	*****	*****	\$20,775	*****
Amount	\$362,800	\$1,250	\$306,000	\$43,550	\$12,000

Loan Forgiveness for Nursing

	Overall	Midwest	Northeast	South	West
Number of Responses	44	9	23	8	4
Total Number of Students (Sponsored)	1,261	199	723	272	67
Average	\$123,499	\$120,021	\$125,376	\$114,571	\$138,385
P25	\$16,875	\$15,000	\$12,834	\$19,167	\$64,375
P50	\$67,440	\$25,000	\$31,302	\$102,504	\$90,000
P75	\$156,323	\$165,000	\$95,864	\$156,323	\$164,010
Amount	\$5,433,943	\$1,080,187	\$2,883,652	\$916,564	\$553,540

Loan Forgiveness for Allied Health

	Overall	Midwest	Northeast	South	West
Number of Responses	25	6	13	4	2
Total Number of Students (Sponsored)	94	23	36	32	3
Average	\$13,855	\$13,816	\$9,684	\$16,898	*****
P25	\$6,000	\$3,375	\$6,000	\$7,827	*****
P50	\$10,000	\$7,000	\$10,000	\$14,589	*****
P75	\$15,000	\$9,500	\$12,500	\$23,659	*****
Amount	\$346,384	\$82,898	\$125,893	\$67,593	\$70,000

Financial Support of Nursing and Allied Health Students (3)

Scholarships for Nursing

	Overall	Midwest	Northeast	South	West
Number of Responses	17	2	11	4	0
Total Number of Scholarships	330	18	278	34	0
Average	\$35,346	*****	\$37,767	\$36,986	*****
P25	\$6,000	*****	\$5,000	\$17,456	*****
P50	\$21,275	*****	\$12,500	\$37,409	*****
P75	\$53,543	*****	\$53,250	\$56,938	*****
Amount	\$600,882	\$37,500	\$415,439	\$147,942	*****

Scholarships for Allied Health

	Overall	Midwest	Northeast	South	West
Number of Responses	16	4	6	5	1
Total Number of Scholarships	56	16	22	15	3
Average	\$7,520	\$14,080	\$5,167	\$6,400	*****
P25	\$3,625	\$11,750	\$2,875	\$5,500	*****
P50	\$6,750	\$12,500	\$4,250	\$5,500	*****
P75	\$10,250	\$14,830	\$7,125	\$9,000	*****
Amount	\$120,322	\$56,322	\$31,000	\$32,000	\$1,000

The Dollar Value of Time Allowed for Schooling While on the Payroll for Nursing

	Overall	Midwest	Northeast	South	West
Number of Responses	15	1	3	10	1
Average	\$95,885	*****	\$143,111	\$46,721	*****
P25	\$26,000	*****	\$50,094	\$24,000	*****
P50	\$61,743	*****	\$90,187	\$33,360	*****
P75	\$85,094	*****	\$209,666	\$72,034	*****
Amount	\$1,438,281	\$480,000	\$429,332	\$467,206	\$61,743

Financial Support of Nursing and Allied Health Students (4)

The Dollar Value of Time Allowed for Schooling While on the Payroll for Allied Health

	Overall	Midwest	Northeast	South	West
Number of Responses	7	1	1	5	0
Average	\$91,370	*****	*****	\$15,918	*****
P25	\$2,035	*****	*****	\$2,000	*****
P50	\$10,000	*****	*****	\$2,070	*****
P75	\$62,310	*****	*****	\$10,000	*****
Amount	\$639,590	\$60,000	\$500,000	\$79,590	*****



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