# Tips for Successful Clinical Site Recruitment

CLEC 2017



## 6.5 Month Hospital-Based MLS Program

### Beaumont Hospital, Royal Oak, MI

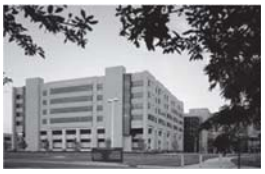
Nancy Ramirez, M.S., MLS(ASCP)CM SHCM

Beaumont HEALTH

## Beaumont Health

### Eight hospital system in metro-Detroit area:

- Beaumont, Royal Oak (1955)
- Beaumont, Troy (1977)
- Beaumont, Grosse Pointe (2007)
- Beaumont, Farmington Hills (2014)
- Beaumont, Dearborn (2014)
- Beaumont, Wayne (2014)
- Beaumont, Taylor (2014)
- Beaumont, Trenton (2014)



Beaumont, Royal Oak

http://www.beaumont.edu/education/schools-of-allied-health/medical-laboratory-science/



## Clinical Program Faculty

- Program Director
- Medical Advisor (Staff Pathologist)
- Clinical Instructors (Medical Technologist II's) – Ancillary Testing, Blood Bank, Chemistry, Flow Cytometry, Hematology, Microbiology, Molecular
- Bench Instructors (Staff Medical Technologists)



## Background (1996-2008)

- **NAACLS accredited, hospital-based MT program**
- **Located on the Beaumont Hospital, Royal Oak, MI campus**
- **42 week (10.5 month) clinical program:**
  - 6-9 students per year
  - Formal didactic lectures - one hour daily
  - Laboratory rotations - 6.5 hours per day
  - Lecture and Laboratory topics did not coincide
- **2005: Corporate HR and Laboratory Medical Director voiced concern over predicted workforce shortages**
  - ➢ Average MT Age = 46.5; 34% MT's were over 50 years
  - ➢ Royal Oak campus alone would need 140 MT's by 2012

## Former 42 Week Curriculum

- Orientation – 1 week
- Chemistry/Immunology – 10 weeks
- Microbiology – 10 weeks
- Hematology/Hemostasis/Ancillary Testing – 10 weeks
- Blood Bank – 6 weeks
- Flow Cytometry – 1 week
- Molecular Pathology – 1 week
- Phlebotomy/LIS – 1 week
- Laboratory Operations Seminar – 2 days
- State professional meeting attendance – 3 days
- Projects & Wrap-up – 1 week



## 2009 Program Restructure

- August, 2009 – converted to a **26 week (6.5 month)** program
- Goals:
  - **2 start dates per year – July and January**
  - **12 students in first two years (6 in July; 6 in January)**
  - **18 students in subsequent years (9 each July; 9 each January)**
- Didactic and practical instruction to be taught concurrently in each laboratory "course" or rotation
- Stricter admission pre-requisites:
  - **Core university CLS/MLS courses with a laboratory component**
- Earned full NAACLS re-accreditation in October, 2010 ☺
- 2010-2015: class size set at 12 students per year
- **2016+: expanded class size to 16 per year (maximum)**

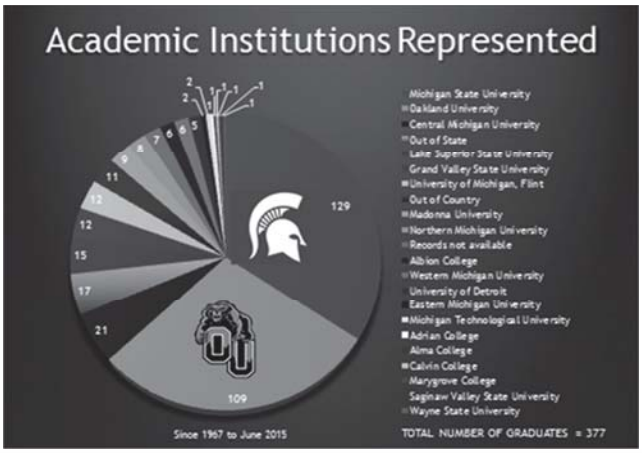


## Academic Requirements

- **MLS Program:**
  - **BS degree in MLS or CLS ***
  - **2.80 GPA** ***(current average GPA of an accepted student = 3.45)***
  - **Required Academic Coursework *:**
    - ✓ **Clinical Chemistry with laboratory**
    - ✓ **Clinical Hematology/Hemostasis with laboratory**
    - ✓ **Clinical Immunohematology with laboratory**
    - ✓ **Clinical Microbiology with laboratory**
    - ✓ **Mycology & Parasitology**
    - ✓ **Clinical Immunology**

* *Most Michigan universities offer a MT/CLS/MLS major with laboratory component. They include Michigan State University, Oakland University, Michigan Technological University, Madonna University, Wayne State University, University of Michigan-Flint and Eastern Michigan University.*








## Current 26 Week Curriculum

- Two start dates each year – July and January
- Orientation – 1 week *(mid-June and mid-December)*
- Blood Bank – 5 weeks
- Chemistry/Immunology – 6 weeks
- Hematology/Hemostasis – 6 weeks
  - Includes 2 days Flow Cytometry
- Microbiology – 6 weeks
- Molecular Pathology – 1 week
- Wrap-Up (Case, P.I. Project, BOC Review) – 1 week
- Plus Weekly Seminar on Laboratory Operations topics

*** See Appendix for course details*



## Program Outcomes – 2012-2015

**Graduation Rate ***

| Year | Student # | % Completion |
|---|---|---|
| 2012 | 12/12 = | 100% |
| 2013 | 12/12 = | 100% |
| 2014 | 11/12 = | 92% |
| 2015 | 12/12 = | 100% |
| Average | | 98% |

*students who began the final half of the program and went on to successfully graduate from the program

**Placement Rate ****

| Year | Student # | % Placement |
|---|---|---|
| 2012 | 12/12 = | 100% |
| 2013 | 12/12 = | 100% |
| 2014 | 11/11 = | 100% |
| 2015 | 12/12 = | 100% |
| Average | | 100% |

**graduates who either found employment in the field or continued their education within one year of graduation

# Program Outcomes – 2012-2015

**ASCP-Board of Certification MLS Exam Pass Rate First Attempt *****

| | 1st Time NAACLS Programs % Pass Comparison | | |
|---|---|---|---|
| Year | Beaumont Program | Hospital Peers | National Programs ★ |
| 2012 | 94 | 92 | 83.5 |
| 2013 | 100 | 92 | 84.5 |
| 2014 | 91 | 93 | 83.8 |
| 2015 | 100 | 89 | 78 |
| Average | 96.25 | 91.5 | 82.45 |

***graduates who took the ASCP BOC exam within one year of graduation; first attempt

★ all NAACLS programs (hospital-based and university-based)



# Graduate Testimonials **

| |
|---|
| Wonderful program! Felt very prepared and knowledgeable in the laboratory. Everything I've seen on the job had at least been touched on in the program at Beaumont. I'm very proud to be a Beaumont graduate! |
| Beaumont's MLS program is top notch. The instructors and working MTs/MLTs are always willing to answer questions and provide as much hands-on experience as possible. The students are welcomed and respected by the staff. After graduation I felt confident and extremely prepared to work in any facility. I will always remember the theory, techniques, and procedures I learned at Beaumont, and I am very excited to have transitioned from student to technologist so smoothly. |
| The Beaumont School of Medical Laboratory Science prepared me well for the ASCP certification exam and for my duties as a Medical Laboratory Scientist. The fast-paced program allowed me to focus better on the material so that in 6.5 months I was more than ready to ace my board exam. With hands on experience on the benches in microbiology, hematology, clinical chemistry, flow cytometry, molecular, and blood bank, I had a really good idea as to which area of the laboratory that I wanted to apply for. |
| Despite the program being condensed into 6.5 months, I learned a lot. It really helped to prepare me for the working world, and I still recall and think back to things I've learned at Beaumont. Many of my coworkers who graduated from different programs come to me with questions, which reassures me in my education and background. I don't think I would've learned nearly the amount that I had at a different hospital, and I'm glad I got to experience my internship at Beaumont. Thank you for being an awesome team and for molding so many minds. |
| I left the program feeling very prepared. The program helped me relate everything I had learned at my university to a clinical setting. Initially I was worried about the 6.5 month length not being long enough, but it was plenty of time. Never once did I feel rushed. The instructors were very thorough with learning objectives, and very helpful. Overall, I had a really positive experience. |
| I found the program to be exactly what I needed to prepare for my career. An individual that is confident in their prerequisite study and theory provided at their bachelor's degree institution is best fit for this program. I appreciated the lack of redundancy and the extra time spent on the bench. It definitely felt like the next step beyond my degree rather than simply supplementing my previous studies. The focus of Beaumont's program is not just passing the ASCP board exam but more towards performing well as a Medical Laboratory Technologist professionally. |

***** Additional testimonials on program webpage under Outcomes***



# Cost Analysis

| |
|---|
| **Revenue** |
| Medicare Reimbursement for Allied Health Distinction |
| Application Fee Revenue |
| Program Tuition and Univ. Tuition Reimbursement (occasional 3+1 student) |
| **Total Operating Revenue** |
| |
| **Operating Expenses** |
| Salary and Wages |
| FICA (7.65%) |
| Rent ($ cost per sq. ft.) |
| New Equipment - Nondepreciable (additional pcs) |
| Depreciation (current and proposed equipment) |
| Consumables (supplies/reagents) |
| Accreditation Fees |
| Miscellaneous Expenses (student benefits, books, software) |
| Faculty Professional Development |
| Student Recruitment / Retention |
| **Total Operating Expenses** |
| |
| **Net Operating Expense (Income) of Program** |
| **Net Cost per Student** |



# "Benefit" (or Net Savings) Analysis

| |
|---|
| **Program Savings to Department** |
| Recruitment Costs ($ per graduate hired - HR estimate) |
| Orientation/Training Costs ($ per graduate hired - Lab Dept estimate) |
| Student Manpower ($ saved by students working contingent vs tech overtime) |
| Graduate New Hire (minimum wage vs maximum wage for experienced tech) |
| In-service C.E. Contribution (case presentations) |
| Cost of Hiring Temporaries (vs investing in education of a student) |
| Cost of Unfilled Positions (advertising, sign-on bonues, relocation expenses, delay in turnaround times, employee burnout) |
| **Total Program Savings to Department** |
| |
| **NET Savings (Expense) of Program** |
| **(Total Savings - Net Operating Expenses)** |
| **Net Savings per Student** |

**2012: "Estimated" net savings from benefit analysis reduced program expense by almost 90%!!**



# Additional Suggestions for Program Retention & Growth

- **Charge Tuition - $5,000 tuition initiated in 2014**
- **Program Director involvement in other corporate Laboratory education activities:**
  - Laboratory Education Committee Chair
  - Laboratory Education Policies Content Owner
  - LIS Training: On-line Training Modules & Process Oversight
  - New Hire Onboarding & Formal Orientation Program Organizer
  - Laboratory Compliance Mandatory Education Co-Chair
  - Coordinator for Pathologist CME programs (annual):
    - Molecular Pathology Symposium
    - Pathology Seminar / Pathology Faculty Education Seminar
- **Institute single-discipline technologist training under the auspices of NAACLS MLS accreditation** ⇨



# Single-discipline Technologist ("Categorical") Training:

- **Career ladder training for employee laboratory assistants with:**
  - **Minimum 2 years work experience in our laboratory**
  - **BS degree (Micro, Biology, Chemistry) with GPA ≥ 2.80**
  - **Academic coursework applicable to categorical discipline**
- **Extended clinical training time within major discipline**
- **Complete all other special rotation assignments as MLS students – QA, phlebotomy, P.I. project, case presentation, seminars, etc.**
- # Trained to date: 3 in Micro; 1 in Hematology; 1 in Chemistry
- Lab supervisors very pleased with student outcomes
- PRO: Increased retention (3 still with Lab; 1 is now a supervisor)
- **2017: Considering expansion to other Beaumont campuses**

## Final Words

- Be creative and open to different ways to design or restructure a clinical program
- Research other hospital-based program curricular structures for ideas
- Utilize "**benefit analysis**" to emphasize the potential **$$ SAVINGS** of student training
- Become an education resource for all areas of Laboratory education and keep the lines of communication open with Administration



## Contact Information:

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Program Website: www.beaumont.edu/alliedhealth > click on **Medical Laboratory Science**

✓ View our "***Day in the Life of a Beaumont MLS***" presentation on the program homepage for additional information and photos about our laboratory and students



## Appendix A - 26 Week Hospital-based Curriculum



## Blood Bank Rotation

**Student Lab** – 4 weeks:

- Tube and gel testing
- Type & screen
- ABO-Rh discrepancy & resolution
- Crossmatch: IS, tube-AHG, gel, electronic
- Antigen typing
- Antibody ID and Panels
- Adsorption & Elution
- Neonatal & cord blood testing
- RhiG Evals and HDN

**Live bench rotations** – final week



## Chemistry / Immunology Rotation

- **Introduction with Instructor** – 1 week
- **Live bench rotations** - 5 weeks
  - Core Lab – Processing, Urinalysis, Advia™, Vista™
  - STAT Lab – Blood Gases, DxC™
  - Special Testing – Variant™, Immunolite™, Athena™ with DSX, Allergies, HPLC, Electrophoresis
  - Toxicology
- Shadow Supervisor
- CAP Surveys

## Hematology / Hemostasis Rotation

- **Introduction with Instructor** – 1 week
- **Live Bench Rotations** – Sysmex HST, Coagulation, Diff, Bone Marrow and Fluids – 3.5 weeks
- **Morphology Case Studies** – 1 week
- **Flow Cytometry** – 2 days during last week
  - Lymphocyte Subset Quantitation
  - Immunophenotyping
  - Listmode Analysis
  - HgbF, HLA-B27, PNH, Crossmatch
- **Ancillary Testing** – 1 day

## Microbiology Rotation

- **Student "Clinical" Bench (4:1 student to clinical instructor):**
  - Blood, CSF, Urine, Respiratory, Stool, Wound, Genital cultures
  - Antibiotic Susceptibilities
  - Anaerobes/Virology
  - Misc. PCR/MALDI
  - Unknowns – 3 sets
- **BSL-3 Lab:** TB, Mycology – 1 week
- **Parasitology** – 3 days
- Written Exams
- Mycology/Parasitology Practical

## Molecular Pathology Rotation

- DNA & RNA extraction
- DNA Quantitation
- Multiplex PCR (Cystic Fibrosis)
- Thrombotic Risk Genotyping
- Real-time PCR Quantitation (CMV)
- JAK2 endpoint PCR/electrophoresis
- Real-time PCR and HPV/Infectious Disease Testing

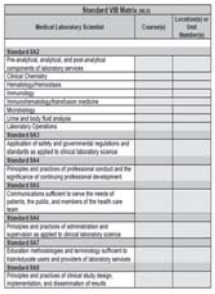
## Special Rotations / Assignments

- Supervisor Shadow – ½ day in Chemistry
- Phlebotomy – 2 days (OP & IP) during Blood Bank
- Risk Event Reporting with Quality Assurance Coordinator
- Customer Service Representative shadow
- Professional Organization web activity
- Case Study Oral Presentation
- Written Case Paper
- Process Improvement Project & Presentation



## Student P.I. Projects

- **Helpful in meeting NAACLS Standard VIII Matrix**
  - particularly 8A4 – 8A7
- **Bring visibility to program**
- **Project focus:**
  - LEAN or Process Improvement issue
  - Method Comparison
  - Staff/Student Education
- **Completed individually or as a team**
- **Results presented either as a poster exhibit or formal presentation**





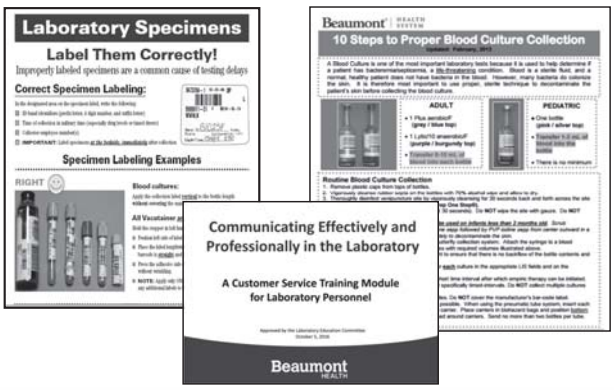
## Sample Project Topics **

- Posters for Nursing Personnel:
  - Proper Specimen Labeling
  - Proper Blood Culture Collection
- RBC Unit Temperature Validation in Pneumatic Tubes
- RBC Transport with Refrigerated Gel Packs #
- Comparison of Bcl-2 Expression in T-Lymphoblastic Lymphoma #
- Quality Assurance Monitor of Heparin Anticoagulation
- Siemens Centaur™ AP Hepatitis Serum Stability Study
- National MLS Program Outcome Data Analysis
- MLS Rotation Evaluations as on-line Google Forms
- Customer Service Training Module for Laboratory Employees

***** Additional topics listed on program webpage under Outcomes***

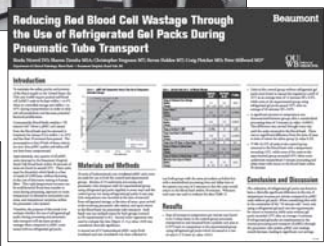


## Staff Education Project Examples



## Process Improvement Project Examples

- RBC Unit Temperature Validation in Pneumatic Tubes
- Comparison of Bcl-2 Expression in T-Lymphoblastic Lymphoma #
- RBC Transport with Refrigerated Gel Packs #


Reducing Red Blood Cell Wastage Through the Use of Refrigerated Gel Packs During Pneumatic Tube Transport

Beaumont

Introduction

Materials and Methods

Results

Conclusion and Discussion

#: Projects that were published under a pathologist advisor.



Beaumont HEALTH

Joanna Ellis, MS, MLS(ASCP)

Clinical Assistant Professor

Texas State University

## Build Relationships with Clinical Sites

- Discuss benefits of mentoring students with clinical sites regularly
- Reduce burden on clinical faculty
- Improve student professionalism and soft skills
- Improve student technical skills through competency assessment: SLAPs
- Build friendships

## Build Outside the Box

- Onsite clinical rotations
- Off-shift clinical rotations
- Reduced clinical hours
- Clinical rotations in underserved areas

## Show Appreciation

- Request actionable suggestions for improvement AND implement changes
- Certificates of Appreciation
- Food

Janice Conway-Klaassen, PhD, MT(ASCP)SM

Director, Medical Laboratory Sciences Program

University of Minnesota

## UMN Clinical Experience Model

- Outcomes oriented - Not Process Oriented
- Focus on ENTRY level competencies
- What does a graduate need to know & be able to do?
- What can schools do in classroom lecture/lab?
- What can *only be learned* in the clinical setting?
- Shorten clinical time – Now only 12 weeks total
  - Lessen the productivity impact
  - Maintain education outcomes



## Cost to Train an MLT or MLS Student*

- Average Impact on Trainer Work Productivity
  - 30% clinic setting
  - 50% hospital setting
- Assuming mid-career salaries for trainers (+~30% fringe)
  - MLT = $66,000 + 30% Fringe = $86,227
  - MLS = $88,000 + 30% Fringe = $113,965

***SHRM Metrics Staffing Report**
http://www.shrm.org/metrics/library/



## ~19 Weeks for MLT Student

- Clinic Setting Cost Analysis
  - Train for 19 weeks or ~1/3 year = 0.37 FTE
  - 0.37 FTE @ 30% productivity loss = 0.11 FTE
  - 0.11 FTE x $86,227 = $9,500 to train student
- Hospital Setting Cost Analysis:
  - Train for 19 weeks or ~1/3 year = 0.37 FTE
  - 0.37 FTE @ 50% productivity loss = 0.19 FTE
  - 0.19 FTE x $113,965= $21,653 to train student
- Impact → $21,653 to train MLT students by Hospital MLS Trainer

## ~12 weeks MLS Student

- Clinic Setting Cost Analysis
  - Train for 12 weeks or ~1/4 year = 0.23 FTE
  - 0.23 FTE @ 30% productivity loss = 0.07 FTE
  - 0.07 FTE x $86,227 = $6,036 to train MLS student
- Hospital Setting Cost Analysis:
  - Train for 12 weeks or 1/4 year = 0.23 FTE
  - 0.23 FTE @ 50% productivity loss = 0.12 FTE
  - 0.12 FTE x $113,965 = $13,676 to train MLS student
- Impact →$13,676 to train MLS students by Hospital MLS Trainer



## Cost to Recruit New Employees

- Most HR departments will factor 1 to 1.5 times the employee's annual salary*
- Includes direct and indirect costs:
  - Processing the termination, payout of benefits
  - Review and authorization to replace vacated position
  - Job posting and Advertising/Interviews time lost productivity
  - Processing the hired applicant (Health Service and screening)
  - Orientation and Training
- Portions of these costs will stay – so lets use 0.75 FTE HR cost

- 0.75 FTE salary/fringe = $47,546 replacement cost MLT entry
- 0.75 FTE salary/fringe = $64,670 replacement cost MLS entry

*SHRM Metrics Staffing Report http://www.shrm.org/metrics/library/



## Do the Math MLT

- Assumptions: Training MLT student for a 19 week internship
- MLS mid-range salary cost trainer (~$114,000)
  - 19 weeks MLS productivity impact → $21,653
  - Save →0.75 FTE salary to replace MLT → $47,546
- Break-even point →
  - **Hire 1 Student for every 2.2 students trained!**

# Do the Math MLS

- Assumptions: Training MLS student for a 12 week internship
- MLS mid-range salary cost trainer (~$114,000)
  - 12 weeks MLS productivity impact → $13,700
  - Save → 0.75 FTE salary to replace MLS → $64,670
- Break-even point →
  - **Hire 1 Student for every ~5 students trained!**

# Training Cost Comparison

| Hospital Cost to Train (H) | Clinic Cost to Train (C) | Cost to Recruit MLS | Cost To Recruit MLT | Max Break Even MLS Hire* | Max Break Even MLT Hire* |
|---|---|---|---|---|---|
| 19 Weeks# | | | | | |
| $21,700 | $9,500 | $64,700 | $47,500 | 1 in 4H<br>1 in 7C | 1 in 2H<br>1 in 5C |
| 12 Weeks# | | | | | |
| $13,700 | $6,100 | $64,700 | NA | 1 in 5H<br>1 in 10.5C | NA |

* H = Hospital Setting; C = Clinic Setting
\# MLTs →19 weeks training; MLSs →12 weeks training



# Value Added for Employer

- Continuous Improvement for Patient safety
- "Having students helps us keep our procedures up to date and easy to follow."
- Keeps existing employees "sharp" on their skills, knowledge, and behaviors:
  - Follow and explain procedures
  - Utilize best practice or standard work practices
  - Model proper behaviors for customer service, etc.
- Ability to "pre-screen" candidates before hiring
  - multi-week and multi-situation evaluation



# Value Added for Employer

- "Many of our students stay on and become valuable employees."
- "They may one day become employees in our facility and by training the students we are re-training ourselves and learning along with them."
- "We were all students at one point in our careers and we want the students to become good practitioners who will care for us some day!"



Ahn Strow,MPH, MLS(ASCP)CM

Director, Clinical Lab Technician and Phlebotomy Programs

Illinois Central College

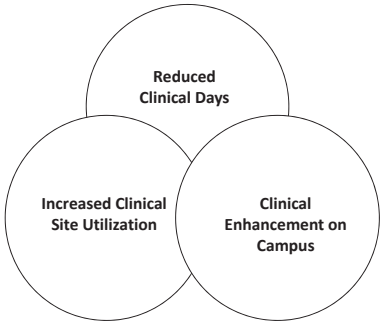
## Background

- ICC MLT
  - Regional program
- 20 clinical sites – various size Many not full-service labs
- Majority of sites accepting additional students from at least 1 MLS program
- 1 site has own accredited MLS program

## Challenges

- Unable to use smaller sites for all disciplines
- Sharing available seats with other programs
- Recent merges
  - Consolidated microbiology labs
  - Limited services in blood bank
- Most difficult placement:
  - Microbiology
  - Blood bank
- Staff shortage

## Approach to Solutions




## Clinical Enhancement on Campus

**Redesigned Student labs**

- Conducted by College faculty
  - Hematology:
    - Clinical personnel comes to student labs
- Gearing towards clinical applications
- Clinical specimens provided by local labs

**Clinical Enhancement**

- Conducted on campus by practicing professionals
- Blood Bank:
  - Simulation: scenarios
  - Wet labs: blood typing, antibody identification, compatibility test
- Microbiology
  - Routine cultures (urine, throat, sputum, stool) work-up & ID
  - Unusual organisms
  - Field trips

## Increased Site Utilization

- Splitting rotations:
  - 2 sites for each discipline (Hematology, Blood Bank, Microbiology, Chemistry)
    - Assuring equated clinical experiences among students
  - Increasing seats
    - More defined tasks at sites

## Reduced Clinical Days

**Then**

- 12 days each: Hematology, Microbiology, Chemistry, Blood Bank
- 6 days: Urinalysis
- 4 days: Immunology
- 8 days: generalist

**Now**

- 10 days each: Hematology, Microbiology, Chemistry, Blood Bank
- 5 days: Urinalysis
- 5 days: Immunology
- 5 days: generalist

***Clinical Enhancement on Campus:***
***currently 2 days of wet labs and 1 day of Amazing Race***
***planning to increase***

# Preliminary Results

2 years into redesigned curriculum

| | Before | After | | Before | After | | Before | After |
|---|---|---|---|---|---|---|---|---|
| BLOOD BANK | 506 | 550 | MICOBIOLOGY | 403 | 539 | HEMATOLOGY | 564 | 508 |
| | 589 | 645 | | 798 | 684 | | 760 | 783 |
| | 474 | 708 | | 562 | 605 | | 586 | 578 |
| | 351 | 470 | | 579 | 492 | | 503 | 625 |
| | 741 | 962 | | 515 | 776 | | 692 | 696 |
| | 727 | 522 | | 737 | 495 | | 671 | 681 |
| | 290 | 614 | | 419 | 454 | | 300 | 553 |
| | 433 | 669 | | 466 | 805 | | 541 | 665 |
| | 601 | 562 | | 559 | 555 | | 713 | 628 |
| | 471 | 527 | | 389 | 496 | | 506 | 502 |
| | 674 | 649 | | 720 | 821 | | 638 | 755 |
| | 434 | 721 | | 510 | 628 | | 479 | 762 |
| | 408 | 649 | | 243 | 442 | | 412 | 572 |
| | 712 | 595 | | 559 | 517 | | 624 | 635 |
| | | 411 | | | 457 | | | 543 |
| | **X = 529.36** | **X = 616.93** | | **X = 532.79** | **X = 584.40** | | **X = 570.64** | **X = 632.40** |

SEWARD COUNTY COMMUNITY COLLEGE

Suzanne Campbell, PhD, MLS(ASCP)CM
Dean of Allied Health
Director, Medical Laboratory Technology Program

## Medical Laboratory Technology Program

- Established in 1985
- Accredited by NAACLS
- Developed online format in 2003
- Graduates across the United States-California, Oregon, Ohio, Arizona, Colorado, Kansas, Texas, Nebraska, South Carolina
- Member of the National Council for State Authorization Reciprocity Agreement network



## Course of Study for Students

- Best students are those with phlebotomy and laboratory assistant experience
- If currently working in a full service hospital laboratory, then seek affiliation agreement with facility
- Establish reading, writing and math course placement
- Advise accordingly and develop a course of study for that student
- Member of EduKan, a western Kansas community college consortium for online general education courses
- Students encouraged to complete college chemistry and general microbiology in a traditional, on campus course but not always possible



## Seward Online – MLT First Year

- All MT designate courses are offered in an online format using a learning management system (WebCT, eCollege and now Canvas)
- First year courses – Introduction to Medical Technology and Phlebotomy require one 6 hour lab day per month
- Basic Immunology – lecture only
- Student laboratory time either on campus if student resides within 3 hours of campus or at an approved clinical affiliate site



## Seward Online – MLT Second Year

- Selective program admission based on cumulative GPA of 2.50, references and faculty interview
- Students must have an approved clinical affiliate site that will commit to clinical instruction and a minimum of 12 months (fall, spring and summer semesters)
- Fall and Spring semester – 12 hours per week
- Summer semester – 12 weeks/40 hours per week. Total 480 clinical practicum hours

## MLT Second Year, Cont.

- Clinical Coordinator – Jamie Titus – maintains regular communication with students and clinical instructors
- Students complete weekly time sheets (departments, time in and out, activities completed, venipunctures attempted and successful). Verified by clinical instructor signature
- Clinical instructor packets made available at beginning of each semester
  - Includes: syllabus, schedule, weekly laboratory activities including teaching objectives, affective evaluation, and technical competencies evaluation

SEWARD COUNTY COMMUNITY COLLEGE

## MLT Online

- Program meets or exceeds NAACLS program outcomes of graduate completion rate (77%), certification exam pass rate (88%) and employment placement rate (100%)
- Not all students are successful with online format. Students are advised before beginning the program of the requirements for success
- Challenges of securing clinical sites in geographic region of student

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## MLT Online

- Online format has increased program enrollment – average class is 7-10 students; largest class has been 21 students
- Maintain 20-30 clinical affiliations
- Opportunities to collaborate with community colleges that don't have a MLT program with a 1 + 1 agreement

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## Contact Information

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