

EXHIBIT 3  
DATE 1/18/2011  
HB

**St. Vincent Healthcare**  
**Billings, Montana**

**Comments to Joint Appropriations Subcommittee on Education**  
**Chaired by Rep. Roy Hollandworth**

**Support for Montana State University Billings**  
**Including MSU-B College of Technology**

**January 18, 2011**

## Introduction

Montana State University Billings (MSU-B) and Montana State University College of Technology (COT) have many programs that benefit our community and our facility in several ways. The most significant benefit of these programs (see table below) is that they provide us with a constant pool of applicants for vacant positions that come available throughout our institution.

SVH has developed partnerships with some of the programs offered through the COT. Of note are the partnerships that have been created with the Nursing L.P.N, the Nursing R.N., Surgical Technology, Paramedic, and the Radiology Technology programs offered at the COT.

### MSU-COT Nursing, Surgical Technology and Paramedic Programs

Since their inception MSU COT Nursing, Surgical Technology, and Paramedic Programs have placed students into our facility for their clinical rotations. Students in these programs work collaboratively with staff to help ensure high quality patient care is delivered. This high quality care is reflected in our high patient satisfaction. These programs also function to provide many of our employees, who are place bound, the opportunity to continue with their education and take on new roles within the institution.

All students who are able to train in our facilities become familiar with our mission, vision, and strategic goals. Upon graduation these new nurses, surgical techs, and paramedics provide us with a steady pool of new employee candidates. As a result of this steady candidate pool, we are able to maintain our staffing levels at an acceptable level at a time when many hospitals are at critical staffing levels.

The resultant ability to keep our nursing positions filled has the added benefit of creating a positive impact on our overall nurse satisfaction and thus, nurse retention rates. The importance the nurse candidate pool generated by the program will become even more transparent over the next 10 years as our community begins to see many of the nurses that are currently maintaining our staffing levels reach retirement age.

Additional benefits of partnering with the Surgical Technology program include the ability to prescreen new hire candidates by observing them during the preceptorship rotation they complete while still in the program. Candidates who complete their clinical rotations and preceptorship often come to us more prepared because they are already familiar with our environment and thus cuts off months of orientation time.

### MSU-COT Radiologic Technology program

SVH and Billings Clinic partner with MSU College of Technology for the Radiologic Technologist program, for which they obtain an Associates degree. We (both hospitals) subsidize the Program instructor's salary, as well as each hospital having a clinical instructor (one FTE each) to supervise the students while they are obtaining their clinical hours in the respective Radiology departments. It is a significant salary expense to have this partnership, but it gives us a ready pool of R.T.s to hire as needed, so there have been no recruitment costs or travelers in Radiology for several years as a result of the program.

### MSU-B and COT Program Offerings (partial list)

<b>Certificates &amp; Associate Degrees (COT)</b>							
					Assoc.	Cert.	
Accounting Assistant (O)						■	
Medical Coding & Ins. Billing (O)						■	
Accounting Technology (O)					■		
Administrative Assistant					■		
Allied Health					■		
Nursing R.N.					■		
Nursing L.P.N.					■		
Medical Administrative Assistant					■		
Paramedic					■		
Radiologic Technology					■		
Surgical Technology					■		
<b>Baccalaureate &amp; Master's Degree Programs (MSU-B)</b>	BA, BS Major	BA, BS Minor	BA, BS Option	Pre-Professional			Master
Biology - Medical Lab Science			■				
Business Administration (major in one of these options)	■	■			■		
Business - Accounting		■	■				
Business - Finance		■	■				
Business - Information Systems		■	■				
Business - Management			■				
Business - Marketing		■	■				
Business - Information Systems		■	■				
Pre-Nursing				■			
Pre-Pharmacy				■			
Biology - Medical Lab Science			■				
Health Administration (O)	■						■

(O) = online