

Pershing Healthcare Foundation

Scholarship Program Policy

Approved: 17 November 2015

Amended: 29 April 2024

I. Introduction

The Pershing Healthcare Foundation was established to provide scholarship funds to residents of Pershing County, with special focus given to graduates of Pershing County High School, seeking higher education in a healthcare-related field.

II. Eligibility Criteria

Individuals applying for scholarship assistance from the Pershing Healthcare Foundation must meet **all** of the following requirements:

1. Have graduated from Pershing County High School or be a current resident of Pershing County. Evidence of graduation status from Pershing County High School and/or residency in Pershing County may be requested prior to issuance of scholarship funds. For purposes of this policy, residency shall be defined as being physically present in Pershing County for more than 183 days in a calendar year.
2. Have completed all prerequisite college-level coursework required for admission to their chosen healthcare profession or be actively enrolled in the final semester of prerequisite college-level coursework.
3. Have submitted an application or been accepted to one or more accredited healthcare professional program(s).
4. Maintain good academic standing as defined by the institution or program in which they are enrolled.
5. Provide all required documentation and meet application deadlines as specified by the scholarship guidelines.

III. Priority of Distribution of Available Funding

The priority for awarding funds shall be as follows:

1. Scholarship assistance to eligible individual(s) for pursuit of a healthcare profession considered a priority for the healthcare needs of the residents of Pershing County;
2. Funding for growth and/or improvement of Pershing General Hospital and Nursing Home, when requested by the Chief Executive Officer or the Board of Trustees;
3. Funding for a specific project and/or program for the benefit of Pershing General Hospital and Nursing Home to meet the needs of the citizens of Pershing County, and;
4. Funding to ensure the continued convenient availability of essential healthcare services to meet the needs of the citizens and visitors of Pershing County.

IV. Ethical Considerations of Scholarship Funding

It is imperative that the Pershing Healthcare Foundation avoids an appearance of impropriety or prejudicial actions when considering scholarship assistance for any applicant. When the Foundation considers an application for scholarship assistance, members shall:

1. Acknowledge possible conflicts regarding applications for scholarship assistance (e.g., the applicant is family member or close personal friend of a member of the Foundation);
2. Recuse oneself from any consideration or discussion of the application, and;
3. Recuse oneself from voting on the application.

Members of the Foundation shall not discriminate based on the actual or perceived race, religion, color, age, physical or mental disability, sex, gender, gender identity, sexual orientation, or national origin of any applicant seeking scholarship assistance.

V. Condition(s) for Awarding Scholarship Assistance

Any individual accepting scholarship assistance from the Pershing Healthcare Foundation must agree to meet **all** of the following requirements:

1. To return to Pershing County after completing all educational and required clinical requirements, including any licensure requirements, for the practice of the profession.
2. To reimburse the Pershing Healthcare Foundation over an agree-to period of time should the individual decide to not return to Pershing County.
3. Should there not be an available position in Pershing County for this healthcare service at the time of completion of all practice requirements, the individual and the Foundation will come to an agreement as to how and when the obligation will be fulfilled.

VI. Non-Completion of a Professional Program

If an individual has been awarded a scholarship to pursue the professional portion of their studies to become a healthcare professional under the provisions of this policy and does not complete all portions of the program, arrangements must be made for the repayment of scholarship funds to the Pershing Healthcare Foundation. Arrangements may be made as follows:

1. Direct repayment in total;
2. Repayment over a designated time period, not to exceed ten (10) years, in amounts agreed to by both parties, or;
3. Another time and amount arranged and agreed to by a majority vote of the Foundation members present at the meeting where the action is taken.