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ABSTRACT

A follow-up study to discover to what extent the education provided by the Medical Laboratory Technician program at Western Wisconsin Technical Institute has benefited the graduates and their employers was conducted. It was determined that 17 of the first 22 graduates were working successfully as medical laboratory technicians in eight states; nine graduates were employed in Wisconsin. Responses to questionnaires obtained from 20 graduates and 15 employers indicated the program is meeting the needs of both groups with a high degree of success. Both groups also indicated skills and knowledge learned are being used in the graduates' current employment. Professional advancement potential of graduates was rated by employers between average and excellent. Graduates indicated satisfaction with their chosen profession. (Data tables and the questionnaires are included.) (AG)

ED 095292

FOLLOW UP STUDY OF GRADUATES  
OF THE  
MEDICAL LABORATORY TECHNICIAN PROGRAM

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ABSTRACT

A follow-up study of the first 22 graduates of the Medical Laboratory Technician program disclosed that 17 graduates were working successfully as medical laboratory technicians. Five graduates not working in the field were temporarily away from laboratory employment for personal reasons, but retained the potential for future employment.

The geographical distribution of working graduates was in eight states and nine graduates were employed in the state of Wisconsin.

Twenty graduates and fifteen employers responded to questionnaires and their responses indicated that the program is meeting the needs of both graduates and employers with a high degree of success.

Both graduates and employers indicated that all the skills and knowledge learned in the program are being used by some of the graduates in their current employment. Trends in laboratory methodology were evaluated and graduates and employers displayed some indication of interest in new techniques that should be considered for addition to the curriculum if present trends continue.

Employers were asked to evaluate the potential for professional advancement of graduates and all employers rated advancement potential between average and excellent.

Graduates indicated satisfaction with their chosen profession, with only one respondent rating herself as moderately dissatisfied while eleven graduates rated themselves as very satisfied.

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WESTERN WISCONSIN TECHNICAL INSTITUTE  
La Crosse, Wisconsin

FOLLOW-UP STUDY OF GRADUATES OF THE  
MEDICAL LABORATORY TECHNICIAN PROGRAM

I. Introduction

A. Statement of Purpose

The purpose of this study is to discover to what extent the education provided by the Medical Laboratory Technician program at Western Wisconsin Technical Institute has benefited the graduates and their employers.

B. Objectives of the Study

The primary objective of the study is to evaluate the program by evaluating the success of its graduates in the world of work. In order to arrive at criteria for evaluating success, the philosophy and objectives of the program were examined, and the objectives of this study were selected to reflect the goals of the program. Philosophy and objectives of the program are appended.

A secondary objective of this study is to assess trends in laboratory methodology so that provision may be made to meet the needs of future students coming into the program, and also provide continuing education for graduates.

The objectives of the study are divided between those that require information from the graduate and those that require information from the employer. Questionnaires were developed to provide data from graduates and employers. These questionnaires are the chief source of data for this study.

The objectives of the graduate follow-up are to:

1. Assess preparedness for job level entry
2. Determine opinions on advancement possibilities based on Western Wisconsin Technical Institute education
3. Evaluate job satisfaction
4. Determine the retention or addition of categories of procedures in program content
5. Compare the procedures and capabilities used on-the-job with those established by the American Society for Medical Technologists for differentiation among Medical Technologists, Medical Laboratory Technicians and Certified Laboratory Assistants at career level entry
6. Determine trends in methodology

The objectives of the employer follow-up questionnaire are to:

1. Determine success in job performance
2. Evaluate interpersonal relationship of graduates with others
3. Assess possibilities of professional advancement based on the Institute's program
4. Determine graduates' flexibility in adjusting to new methodology
5. Assess trends in methodology

### C. Background and Significance of the Study

Western Wisconsin Technical Institute began formal follow-up studies of graduates in 1966. In keeping with this tradition of concern with success of graduates and satisfaction of employers this study was undertaken to provide an in-depth study of graduates in a

single technical program in the health occupations area. The study will provide information to assess graduate success and satisfaction in a chosen profession. It will provide input of both graduates and employers and give the faculty and advisory committee important information to guide them in future planning for development of the program.

The Medical Laboratory Technician Program was the first program in the Health Occupations Division to produce graduates with an associate degree. Other associate degree awarding programs are now in operation in the division, and in-depth studies of graduates in these programs will follow as their graduates enter the work force. This study will serve as a model to future studies, not only to technical level programs, but to vocational level programs as well.

#### D. Limitations

The figures and percentages quoted in this study are based on actual responses. No adjustment has been made of the data to reflect nonresponses.

The responses used in the study were obtained from graduates of the program. A graduate is one who completed the program and received the associate in applied science degree. The responses credited to employers were obtained from supervisors of the graduates in their present employment.

The study was undertaken on March 8, 1974, and replies were tabulated on May 7, 1974.

#### E. Design of the Study

##### 1. Procedures Used

The instruments used to measure the objectives of this study

were designed with the assistance of the Research and Development Department, the Medical Laboratory Technician Advisory Committee, the Division Chairman and the instructors.

One mailing and one follow-up mailing to graduates was made using addresses obtained at graduation time from the students with updating of addresses obtained from the Research Department. Telephone calls were also made to verify the present whereabouts of graduates when accuracy of addresses was in doubt.

One mailing to employers was made using addresses supplied by the graduates. Follow-up letters or phone calls were used when responses were slow in arriving.

The study was personalized by adding hand written postscripts to the graduate cover letters and by making personal phone calls to graduates and employers as needed.

## 2. Sources of Data

A list of graduates and addresses was prepared from student files. This was used as a control list as responses came in from the mailings, and employer questionnaires were mailed and received.

Additional data was compiled from the school report obtained from Registry of the American Society of Clinical Pathologists and the position statement of the American Society for Medical Technology.

## 3. Methods of Gathering Data

All data was gathered through a mail survey.

## 4. Description of the Data Gathering Instruments

Copies of the cover letters and instruments are appended items.

## 5. Analysis of Data

All data was tabulated on working copies of the questionnaire.

All data was descriptively and, where feasible, statistically analyzed.

Two sections of the questionnaires which ask for parallel information from graduates and employers were compared for agreement. Other information obtained from graduates and employers was analyzed independently.

## II. Findings

### A. Distribution of Working Graduates

The questionnaire to graduates brought 20 replies out of the 22 graduates the program has produced since it began in 1970. Telephone calls to family revealed that the two graduates who did not respond are not working as Medical Laboratory Technicians but did work for awhile in the field following graduation. Of the twenty who did respond, 17 are working as Medical Laboratory Technicians, two are not working by choice, and one is unemployed because she is unwilling to relocate. All graduates to date have been able to find employment following graduation.

Geographic distribution of working graduates shows considerable scattering. Five of the graduates work in La Crosse, and four others have remained in Wisconsin. Eight graduates are working in other states.

These include:

Minnesota	-	2
Iowa	-	1
Texas	-	1
Florida	-	1
New Mexico	-	1
Colorado	-	1
Oregon	-	1

A map of the United States in the appended items shows distribution of working graduates.

B. Success in the Medical Laboratory Technician (ASCP) Registration Examination.

Of the 22 graduates eligible to write the registry examination 20 have taken the examination and 18 have passed.

C. Job Satisfaction

Of the 20 respondents only one was less than satisfied with the profession and eleven were "very satisfied".

A five point scale was provided on which graduates could rate job satisfaction. The scale ran from very dissatisfied, at 1 to very satisfied at 5. The mean of graduate's rating was 4.3, with a standard deviation of 1.1.

Two comments volunteered by graduates were:

"I'm glad I graduated as a Medical Laboratory Technician because I know I can always have a profession. I like this type of work very much".

"I love my job - only wish I knew and could do more".

D. Task Analysis of Graduates

The data compiled from the graduate responses indicates that some of the graduates are working in every area of preparation that was included in the program. Lack of significant participation in the area of Immunology as revealed in the tabulation of graduate data is probably a fault of terminology in the questionnaire rather than a lack of participation in this area of the laboratory. At the time these technicians were students the area was referred to as "Serology".

Graduates were asked to indicate on a five-point scale (never to frequently) the frequency with which they performed tasks in eleven categories. Their employers were asked the same questions. A t-test

analysis was run on the two questions to determine if there was a significant difference between the answers of the two groups. (Table 1) Only one procedure category, immunology, showed a significant difference between the answers. This difference can be accounted for in light of the terminology used.

The areas of greatest participation are Hematology, Urinalysis, and General Chemistry. Participation in Automated Chemistry seems to be "Frequent" or "Never", which would seem to indicate that graduates are being assigned to automated chemistry work in the larger labs where such equipment is being used, but never having such opportunities in the smaller hospitals where such equipment is not used. It is interesting to note that eight graduates are doing occasional to frequent blood bank work, and nine graduates are doing occasional to frequent work in microbiology. Only two graduates work frequently in parasitology, but this seems logical because of the relatively small amount of parasitology work being ordered in most hospitals. Work in electrocardiograms follows the pattern one might expect. Our graduates are expected to do them in small hospitals and clinics, while the larger hospitals have separated the ECG Department from the laboratory.

#### E. Supervision and Management

The American Society for Medical Technology published the following statement in the "Position Paper Differentiation Among MT, MLT and CLA Expected Capabilities at Career Entry", adopted June 22, 1973:

"(The MLT) shall be responsible for his own work and capable of assuming responsibility for the work of the person in a direct, supportive position it asked to do so by his supervisor. Usually he supervises only one or two

people. He is also expected to have the ability to evaluate subordinates and students when asked to do so by his supervisor".

Results of the questionnaire returned by the graduates indicate that the technicians prepared by the program at Western Wisconsin Technical Institute are functioning in a supervision and management level equal to the levels described in the position statement. (Table 2)

Employer responses to the questionnaire indicate that in their opinions the graduates have moderate to excellent advancement possibilities. The mean of the evaluation is 3.9 with a standard deviation of .84 on the five-point rating scale provided.

#### F. Quality and Quantity of Work

Employer responses indicate that both quality and quantity of work of the graduates is average to very high. Results of the questionnaire indicate that the graduates have been willing and capable of adaptation to changes in procedures and methods. They have functioned well with repetitive tasks as well as those requiring variety and change in methods.

The five-point rating scale provided for the questions ran from very low at 1 to very high at 5. The employers rating of graduates was the same for both questions 12 and 13. The mean for these questions was 3.8 with a standard deviation of .74

#### G. Interpersonal Relations

Responses on the employer questionnaire indicate that the graduates rate well in the area of interpersonal relations. They accept responsibility, respect authority, and they work well as members of the team of health workers. Employer responses indicate a good adjustment of the graduates to the world of work. (Table 3)

## II. Need for New Methodology

An analysis of employer and graduate responses to the sections of the questionnaires regarding anticipated need for new methodology shows general agreement between employer and employee responses. Fourteen graduates indicate a near urgent to urgent need for new methodology in blood gases; five employers indicate some to urgent need. There is an indication of interest in radioimmunoassay by both graduates and employers. The relatively high numbers of responses of both employers and graduates who did not anticipate need for any of the new methodology listed in the questionnaire, or who did not answer this section of the questionnaires, indicates there is no indication of immediate need to add these procedures to the curriculum. (Table 4)

Two procedure areas showed a significant difference between the two sets of answers. Apparently, graduates felt a greater need to learn atomic absorption spectrophotometry than did employers. One explanation, although not documented, might lie in the expression of individual's personal interest in the procedure.

The other area of significant difference, blood gasses, again undocumented, could be explained by considering reports that some Medical Laboratory Technicians are performing blood gas analysis as a result of on-the-job-training. Perhaps formalized school instruction could make them feel more secure in practice.

## III. Summary

The results of this study indicate that the Medical Laboratory Technician Program at Western Wisconsin Technical Institute is meeting the objectives of the program. Working graduates are happy with their profession and employers are satisfied with the work of employees who are products of this program.

Graduates have adjusted well to the world of work, and have established good interpersonal relationships. Graduates who are not working in the field of preparation or are unemployed are in that status for personal reasons and have the capability of future employment as medical laboratory technicians. The employers who responded indicated that graduates they employ have moderate to excellent potential for professional advancement and are practicing at a level of responsibility that conforms to the guidelines established by the American Society for Medical Technology.

The study indicates that the present curriculum provides the opportunity for students to gain the skills and knowledge that they need to perform well as employed technicians. The study further indicates that there is no immediate need to add instruction in special methodology and instrumentation, although blood gas methodology and radioimmunoassay should be considered as possible additions if present trends of need continue. Other special methodology should be considered for continuing education offerings to meet the needs of individual graduates.

By necessity, the data gathered is small, but the percentage of return is high, therefore, the accuracy of conclusions can be considered valid. This study should be continued as more graduates enter the working force.

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T A B L E S

TABLE NUMBER 1  
 FREQUENCY OF TASK PERFORMANCE COMPARISON  
 EMPLOYER AND GRADUATE SURVEY  
 (QUESTION 15 ON EMPLOYER SURVEY AND  
 QUESTION 1 ON GRADUATE SURVEY)

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	1 Never	2	3 Sometime	4	5 Frequently	<u>Graduate</u>		<u>Employer</u>		Degrees of Freedom	t-Value	*Significant at the .05 level
						Mean	Std. Dev.	Mean	Std. Dev.			
15. How often does he perform tasks in the following categories:												
a. Hematology		4.2	1.5	4.7	.50	30	1.0568					
b. Urinalysis		4.1	1.5	4.3	.85	31	.5211					
c. Histology		1.5	.76	2.6	1.5	30	2.9769				*	
d. Blood Banking		2.2	1.5	2.4	1.5	28	.3426					
e. Microbiology		2.4	1.4	2.7	1.2	27	.5883					
f. General Chemistry		2.95	1.5	4.4	.87	31	.8734					
g. Special Chemistry		1.9	1.4	2.2	1.7	31	.5365					
h. Automated Chem.		2.3	2	2.4	1.0	30	.7087					
i. Electrocardiograms		2.3	1.8	2.3	1.6	28	.0637					
j. Parasitology		1.8	1.3	1.6	.54	28	.4547					
k. Record Keeping		3.5	1.5	3.6	1.2	30	.1642					

t-test to determine a significant difference between the sample.

TABLE NUMBER 2  
TASK PERFORMANCE EVALUATION  
GRADUATE SURVEY

2. Please circle the number that best describes the amount of supervision involved when you perform tasks in the following categories:

	1	2	3	4	5		
	Never		Sometime		Frequently		
						Mean	Standard Deviation
a. Hematology						4.0	.63
b. Urinalysis						4.0	.76
c. Immunology						3.6	.89
d. Blood Banking						3.5	1.5
e. Microbiology						3.6	.98
f. General Chemistry						4.0	1.0
g. Special Chemistry						3.9	1.3
h. Automated Chemistry						3.7	1.2
i. Electrocardiograms						4.4	.52
j. Parasitology						3.5	1.5
k. Record Keeping						3.9	.9

TABLE NUMBER 3  
TASK PERFORMANCE EVALUATION  
EMPLOYER SURVEY

Please check the best answer for each question. Be sure to answer all questions.  
Compared to others in his work group, how well does he...

	1	2	3	4	5		
	Poor		Average		Superior		
						Mean:	Standard Deviation:
1.	Follow the institution's policies and practices?					3.7	.69
2.	Accept the direction of a supervisor?					4.0	.70
3.	Follow the standard work rules and procedures?					4.02	.74
4.	Perform tasks requiring repetitive duties?					4.0	.68
5.	Accept the responsibility of his job?					3.9	.70
6.	Adapt to changes in procedure or methods?					3.9	.70
7.	Respect the authority of his supervisor?					4.0	.76
8.	Work as a member of a team?					4.1	.73
9.	Get along with his supervisors?					4.1	.70
10.	Get along with his co-workers?					4.1	.83
11.	Perform tasks requiring variety and change in methods?					3.7	.88
Compared to others in his work group....							
12.	How good is the quality of his work?					3.9	.74
13.	How good is the quantity of his work?					3.9	.74

TABLE NUMBER 3  
TASK PERFORMANCE EVALUATION  
EMPLOYER SURVEY

14. How well does he perform tasks in the following categories of procedure:

	1 Poor	2	3 Average	4	5 Superior	Mean	Standard Deviation
a. Hematology						3.8	.45
b. Urinalysis						3.6	.51
c. Immunology						3	0
d. Blood Banking						3	0
e. Microbiology						3.4	.9
f. General Chemistry						3.9	.69
g. Special Chemistry						3.8	.84
h. Automated Chemistry						3.8	.84
i. Electrocardiograms						4.	1.15
j. Parasitology						3.3	.58
k. Record Keeping						3.7	.86

TABLE NUMBER 4  
 ASSESSMENT OF FUTURE NEEDS  
 (QUESTION 10 ON EMPLOYER SURVEY AND  
 QUESTION 3 ON GRADUATE SURVEY)

10. As you see it now, based upon your observation, as closely as you can, please assess your anticipated need for new methodology in:

	1 Never	2	3 Sometime	4	5 Frequently			
	<u>Graduate</u>		<u>Employer</u>		Degrees of Freedom	t-value	*Significant at the .05 level	
	Mean	Std. Dev.	Mean	Std. Dev.				
a. Atomic absorption spectrophotometry	2.1	1.0	1.0	-	23	2.1200	*	
b. Fluorometer spectrophotometry	2.2	1.5	1.8	1.03	23	.7250		
c. Ultra-violet spectrophotometry	<b>2.5</b>	1.7	2.1	1.	22	.6652		
d. Blood gases	4.2	1.03	2.6	1.7	23	2.9742	*	
e. Gas chromatography	2.2	1.5	1.8	1.1	22	.7424		
f. Radio immuno-assay	2.5	1.6	3.2	1.6	25	1.0512		
g. Toxicology screening	2.2	1.2	2.0	1.2	23	.4005		

t-test to determine a significant difference between the sample.

A P P E N D E D I T E M S

## PHILOSOPHY AND OBJECTIVES - MEDICAL LABORATORY TECHNICIAN PROGRAM

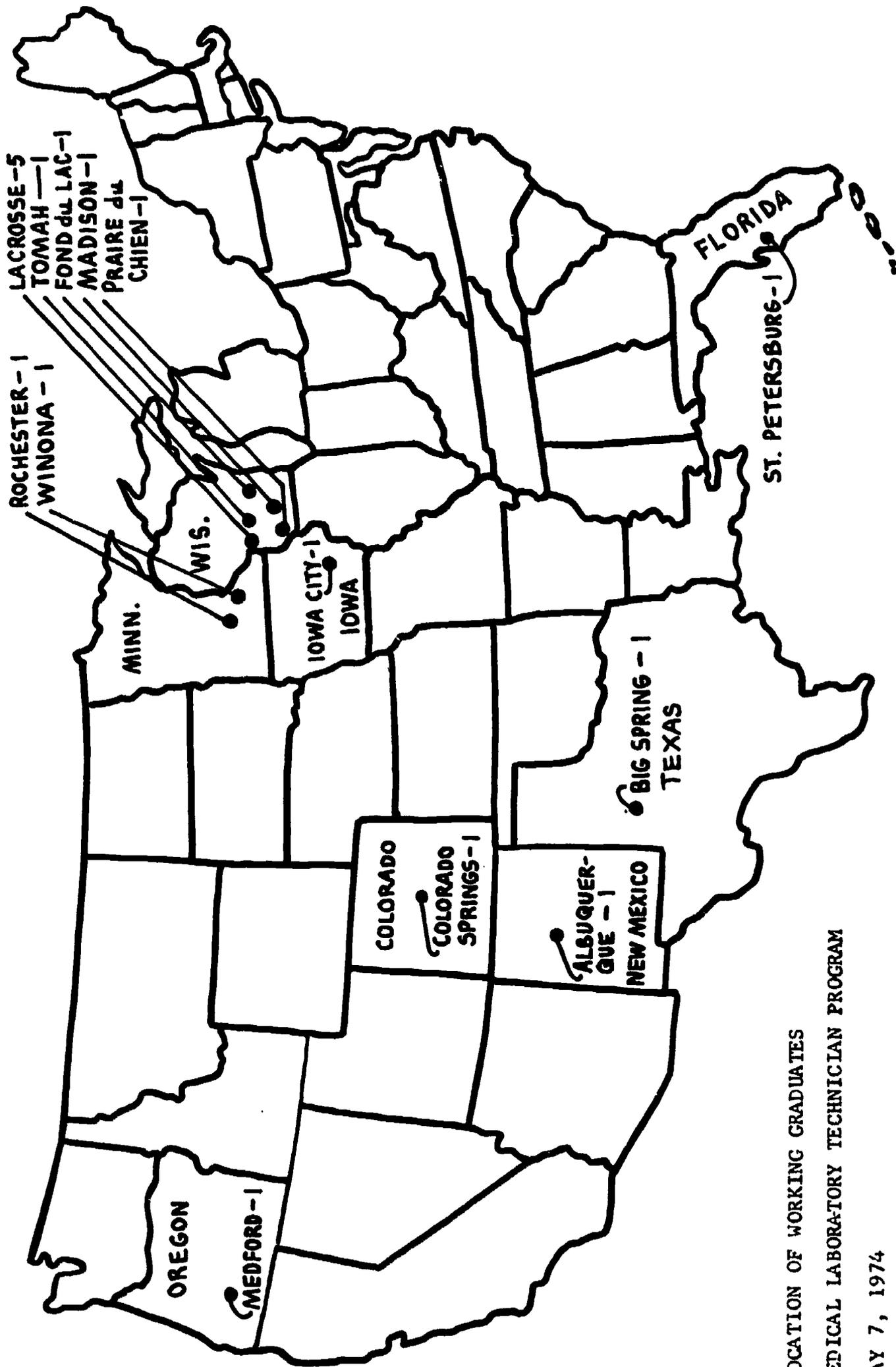
### A. Philosophy

The faculty of the Medical Laboratory Technician Program of Western Wisconsin Technical Institute subscribes to the philosophy of the school and further believes:

1. The changing technology of modern laboratory medicine demands technicians who are capable of adapting to new methodology and instrumentation.
2. The curriculum should provide career entry skills, and learning experiences in general education and technical core curricula.
3. Education is a continuous process involving interaction between teacher and learner that guides the learner toward a realization of his goals.
4. Knowledge should have relevance to the world of work, and practical application should be emphasized as the learner identifies his role as a member of the health care team.

### B. Objectives

1. The Medical Laboratory Technician program and instructors will assist the student to develop his own potential.
2. The Medical Laboratory Technician will demonstrate job entry skills for bench work in a hospital or clinic in addition to having applicable theoretical knowledge.
3. The Medical Laboratory Technician will understand that an accurate result of his work for the physician and patient is his goal.
4. The Medical Laboratory Technician will adhere to quality control procedures.
5. The Medical Laboratory Technician will relate laboratory tests to diagnosis of disease conditions.
6. The Medical Laboratory Technician will recognize his own limitations as a member of the health team.
7. The Medical Laboratory Technician will understand his role as a member of the health team and strive for meaningful, interpersonal relationships with other health occupational personnel.
8. The Medical Laboratory Technician will recognize that the technical curriculum furnishes him tools for growth in knowledge and skills in an evolving field.
9. The Medical Laboratory Technician will maintain an attitude of flexibility and recognize that he lives in an era of technological change.
10. The Medical Laboratory Technician graduating from the program will be qualified to write the M.L.T. (ASCP) certification examination.



LOCATION OF WORKING GRADUATES  
MEDICAL LABORATORY TECHNICIAN PROGRAM

MAY 7, 1974



# WESTERN WISCONSIN TECHNICAL INSTITUTE

SIXTH AND PINE STREETS

LA CROSSE, WISCONSIN 54601

Graduate Follow-Up  
Study  
Medical Laboratory  
Technician  
Program  
1974

ADDRESS CHANGE:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**PLEASE COMPLETE THE APPROPRIATE SECTIONS OF THIS FORM**

**SECTION I**

I am not currently employed but have been.

1. Please circle the number that best describes how often you perform tasks in the following categories:

	Never		Occasionally		Frequently
	1	2	3	4	5
a. Hematology	1	2	3	4	5
b. Urinalysis	1	2	3	4	5
c. Immunology	1	2	3	4	5
d. Blood Banking	1	2	3	4	5
e. Microbiology	1	2	3	4	5
f. General Chemistry (i.e. glucose, BUN, cholesterol)	1	2	3	4	5
g. Special Chemistry (i.e. barbiturates, steroids, etc.)	1	2	3	4	5
h. Automated Chemistry (i.e., 12/60, Cl-CO <sub>2</sub> , etc.)	1	2	3	4	5
i. Electrocardiograms	1	2	3	4	5
j. Parasitology	1	2	3	4	5
k. Record Keeping	1	2	3	4	5

Please use this space for any comments you may have concerning your education at Western Wisconsin Technical Institute.

2. Please circle the number that best describes the amount of supervision involved when you perform tasks in the following categories:

	Only With Supervision	2	With Some Supervision	4	Frequently Supervise Others
a. Hematology	1	2	3	4	5
b. Urinalysis	1	2	3	4	5
c. Immunology	1	2	3	4	5
d. Blood Banking	1	2	3	4	5
e. Microbiology	1	2	3	4	5
f. General Chemistry (i.e., glucose, BUN, cholesterol)	1	2	3	4	5
g. Special Chemistry (i.e., barbiturates, steroids, etc)	1	2	3	4	5
h. Automated Chemistry (i.e., 12/60, Cl-CO <sub>2</sub> , etc.)	1	2	3	4	5
i. Electrocardiograms	1	2	3	4	5
j. Parasitology	1	2	3	4	5
k. Record Keeping	1	2	3	4	5

3. As you see it now, based upon your observation, as closely as you can, please assess your anticipated need for new methodology in:

	Do Not Anticipate	2	3	4	Urgent
a. Atomic absorption spectrophotometry	1	2	3	4	5
b. Fluorometer spectrophotometry	1	2	3	4	5
c. Ultra-violet spectrophotometry	1	2	3	4	5
d. Blood gases	1	2	3	4	5
e. Gas chromatography	1	2	3	4	5
f. Radio immuno-assay	1	2	3	4	5
g. Toxicology screening	1	2	3	4	5
h. Other _____	1	2	3	4	5

4. Please circle the number that most closely describes your opinion concerning your profession -- not necessarily your present working conditions.

Very Dissatisfied                      Satisfied                      Very Satisfied  
 1    2    3    4    5

Thank You!



# WESTERN WISCONSIN TECHNICAL INSTITUTE

SIXTH AND PINE STREETS

LA CROSSE, WISCONSIN 54601

Graduate Follow-Up:  
Study  
Medical Laboratory  
Technician  
Program  
1974

ADDRESS CHANGE:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## PLEASE COMPLETE THE APPROPRIATE SECTIONS OF THIS FORM

### SECTION I

Please check the best answer for each question. Be sure to answer all questions.

Compared to others in his work group, how well does he...

	Poor		Average		Superior
1. Follow the institution's policies and practices?	1	2	3	4	5
2. Accept the direction of a supervisor?	1	2	3	4	5
3. Follow the standard work rules and procedures?	1	2	3	4	5
4. Perform tasks requiring repetitive duties?	1	2	3	4	5
5. Accept the responsibility of his job?	1	2	3	4	5
6. Adapt to changes in procedure or methods?	1	2	3	4	5
7. Respect the authority of his supervisor?	1	2	3	4	5
8. Work as a member of a team?	1	2	3	4	5
9. Get along with his supervisors?	1	2	3	4	5
10. Get along with his co-workers?	1	2	3	4	5
11. Perform tasks requiring variety and change in methods?	1	2	3	4	5

Compared to others in his work group...

	Very Low		Average		Very High
12. How good is the quality of his work?	1	2	3	4	5
13. How good is the quantity of his work?	1	2	3	4	5

14. How well does he perform tasks in the following categories of procedures:

	Poor		Average		Superior
a. Hematology	1	2	3	4	5
b. Urinalysis	1	2	3	4	5
c. Immunology	1	2	3	4	5
d. Blood Banking	1	2	3	4	5
e. Microbiology	1	2	3	4	5
f. General Chemistry (i.e., glucose, BUN, cholesterol)	1	2	3	4	5
g. Special Chemistry (i.e. barbiturates, steroids, etc.)	1	2	3	4	5
h. Automated Chemistry (i.e. 12/60, Cl-CO <sub>2</sub> , etc.)	1	2	3	4	5
i. Electrocardiograms	1	2	3	4	5
j. Parasitology	1	2	3	4	5
k. Record Keeping	1	2	3	4	5

15. How often does he perform tasks in the following categories:

	Never		Sometimes		Frequently
a. Hematology	1	2	3	4	5
b. Urinalysis	1	2	3	4	5
c. Immunology	1	2	3	4	5
d. Blood Banking	1	2	3	4	5
e. Microbiology	1	2	3	4	5
f. General Chemistry (i.e. glucose, BUN, cholesterol)	1	2	3	4	5
g. Special Chemistry (i.e. barbiturates, steroids, etc.)	1	2	3	4	5
h. Automated Chemistry (i.e. 12/60, Cl-CO <sub>2</sub> , etc.)	1	2	3	4	5
i. Electrocardiograms	1	2	3	4	5
j. Parasitology	1	2	3	4	5
k. Record Keeping	1	2	3	4	5

16. As closely as you can, please assess your anticipated need for new methodology in:

	Do Not Anticipate				Urgent
a. Atomic absorption spectrophotometry		2	3	4	5
b. Fluorometer spectrophotometry	1	2	3	4	5
c. Ultra-violet spectrophotometry	1	2	3	4	5
d. Blood gases	1	2	3	4	5
e. Gas chromatography	1	2	3	4	5
f. Radio immuno-assay	1	2	3	4	5
g. Toxicology screening	1	2	3	4	5
h. Other _____	1	2	3	4	5

17. Based on your observation of the employee's performance, skills and attitude, circle the number that best describes your opinion concerning the employee's professional advancement (salary increase, promotion, increased responsibility, etc.).

low advancement possibility					excellent advancement possibility
1	2	3	4	5	

Comments:

Thank You!

SIXTH AND VINE STREETS,

LA CROSSE WISCONSIN 54601

**BEST COPY AVAILABLE**

CHARLES G. RICHARDSON DISTRICT DIRECTOR TELEPHONE 608 782 6238

Dear

This year Western Wisconsin Technical Institute is evaluating the Medical Laboratory Technician program by asking the assistance of the health institutions who employ its graduates.

The individual whose name appears on the enclosed rating sheet has sent us your name as her immediate supervisor.

Please check the appropriate ratings in the space provided opposite each item. Return the form to us at your earliest convenience in the preaddressed stamped envelope.

All information will be used in curriculum decision making but individual ratings will not be released to any person or organization. The graduate's name is on the form for monitoring purposes only.

Your assistance is greatly appreciated. Any time you think Western Wisconsin Technical Institute can help you, please contact us.

Sincerely,

(Mrs.) Claudia Kupel  
Department Head  
Paramedical Department

CK:ms

Enclosure

392184

Dear

As you know Western Wisconsin Technical Institute calls upon its graduates for assistance in helping the school to evaluate its programs by follow-up studies. The Medical Laboratory Technician Program now has two classes of graduates in the working world and we feel that it is an appropriate time to evaluate the program.

In order to accomplish an evaluation of the effectiveness of the Medical Laboratory Technician program, we need your help in two ways. First, please answer the enclosed graduate questionnaire as it applies to you. If you are not working at present, answer the questions in relation to the last time you were working as a medical laboratory technician.

Secondly, in addition to your responses to the graduate questionnaire we would like your employer to measure the effectiveness of the course of study as related to on-the-job performance. Please return the enclosed form to us so we may address your employer correctly.

All individual replies will be kept in strictest confidence and will not be released to any person or organization. Your information and comments will enable us to help incoming students and improve our course content.

A self-addressed stamped envelope is enclosed for your convenience. Thank you for your assistance and come and visit your school whenever you can.

Sincerely,

(Mrs.) Claudia Kupel  
Department Head  
Paramedical Department

CK:ms

Enclosure