



Alabama Community College System
Application for a New Instructional Program

A. General Information:

1. Name of Institution: Gadsden State Community College
2. Program Title: Diagnostic Medical Sonography Prefix: DMS
3. Date of Application Submission: 2/10/17
4. Proposed Program Implementation Date: Spring 2018
5. Degree Requested AAS CER: _____ STC _____ CIP Code _____
6. Marketing Name: Diagnostic Medical Sonography
7. Options (if any): _____
8. Location: Campus X Instructional Site _____
 Off-Campus Site _____ Clinical/Industrial Site _____
 Agencies _____
9. Interactive Distance Learning Delivery:

Substantial	Yes	%	Partial	Yes	%	No
				X	30	

B. Institutional Contact:

Dr. Deborah Curry Telephone 256-549-8321 Fax 256-549-8458 Email dcurry@gadsdenstate.edu

C. Program Objectives and Content

1. List objectives of the program as precisely as possible. The objectives should address specific needs the program will meet (institutional, societal, and employability) contiguous with expected learning outcomes and achievements. This is an extremely important part of the proposal. **Objectives must lend themselves to subsequent review and assessment of program accomplishments.**

- Offer the Associate in Applied Science degree in Diagnostic Medical Sonography.
- Provide opportunities within the program for state and national certification and state licensure.
- Revise the program as necessary based upon input from the advisory committee to assure continued program relevance.
- Establish a career pathway for students that will provide relevance and employment security in today's workforce.

Student Learning Outcomes- Diagnostic Medical Sonography students upon program completion will:

- Demonstrate critical thinking abilities to in the performance of sonographic procedures that ensure optimum diagnostic results.
- Perform sonographic procedures accurately and appropriately, identifying and recording all anatomic and physiologic data for the interpreting physician.
- Communicate effectively with the multi-disciplinary team.
- Conduct one's self ethically, professionally, and compassionately with patients.
- Obtain appropriate information from patient to ensure optimum diagnostic results.
- Record, analyze and process diagnostic data and other observations made during the diagnostic exam for the physician to review.
- Educate patients about diagnostic medical sonography.
- Demonstrate technical proficiency in the role of diagnostic medical sonographer.
- Apply knowledge and clinical information as entry-level general sonographers.

2. How will this program be related to other programs at your institution?

This program will expand the Health Sciences Division at Gadsden State Community College. Programs currently offered are Registered Nursing (CIP 51.38010, Practical Nursing (CIP 51.3901), Emergency Medical Services (CIP 51.09040, Medical Laboratory Technology (CIP 51.1004), Radiation Technology (CIP 51.0911), Surgical Technician (CIP 51.0909), and Massage therapy (CIP51.3501).

3. Identify any existing program, option, concentration, or track that this program will replace.

This program will not replace any option, concentration or track within Health Sciences.

4. Is it likely that this program will reduce enrollments in other programs at your institution? If so, please explain.

It is not expected that this program will reduce enrollments in other programs. It should increase enrollment by providing additional high demand career options for students. There are allied health science programs with long waiting lists. It is highly possible that some of those students may opt for this new health science program.

5. List new courses that will be added to your curriculum specifically for this program. Indicate course number, title, and credit hour value for each course.

A total of 19 new courses consistent with the Alabama Community College system curriculum will be added to the Gadsden State curriculum and academic inventory for the new program. (See Appendix A for complete curriculum). The list of new courses is as follows:

Course	Name	Credit Hours
DMS 216	Sonographic Principles and Instrumentation	3
DMS 229	Sonography Preceptorship I	2
DMS 202	Foundations of Sonography	2
DMS 204	Sonographic Anatomy	3
DMS 205	Abdominal Sonography	4
DMS 207	Abdominal Pathology	3
DMS 217	Sonographic Principles and Instrumentation Lab	1
DMS 220	Obstetrical sonography I	3
DMS 206	Gynecologic Sonography	4
DMS 230	Sonography Preceptorship II	3
DMS 203	Sonographic Terms	2
DMS 240	Sonography Seminar I	2
DMS 231	Sonography Preceptorship III	4
DMS 225	Superficial Parts	1
DMS 221	Obstetrical Sonography II	3
DMS 245	Sonography Case Presentation	1
DMS 241	Sonography Seminar II	3
DMS 232	Sonography Preceptorship IV	5
DMS 250	Introduction to Advanced Sonography	3

6. Program Completion Requirements:

- Credit hours required in major (skills emphasis);
- Credit hours in institutional general education or core curriculum;
- Credit hours in required or free electives;
- Credit hours for each option, concentration, specialization, track; and
- Total credit hours required for completion.

Associate Degree in Applied Science in Diagnostic Medical Sonography	Credit Hours
General Education Requirements	24
Technical Core	52
Total Degree	76

Describe any additional requirements such as a comprehensive examination, practicum or internship, some of which may carry credit hours included in the list above.

There are 630 clinical hours required in the DMS program to ensure safe, competent practice. The clinical ratio for precepted experiences is 3:1 (3 hours of clinical per week per semester hour). There are four preceptorships; DMS 229 Sonography Preceptorship (2 SH), DMS 230 Sonography Preceptorship (3SH), DMS 231 Sonography Preceptorship III (4SH), and DMS Sonography Preceptorship IV (5SH).

Attach the Associate Degree and/or Certificate curricula by semester to this proposal as **APPENDIX A**.

See Appendix A

7. If there is a recognized specialized accreditation agency for this program, please identify the agency and explain why you do or do not plan to seek accreditation. Indicate if graduation from an accredited program is a requirement to sit for a required licensure exam.

DMS students who successfully complete the program will be eligible to take the American Registry for Diagnostic Medical Sonography exam (ARDMS). Once certified nationally, they may apply for state licensure. Alabama does not require Diagnostic Medical Sonographers to have a license, but certification improves their opportunities of employment. Graduation from an accredited /approved program is imperative to take the ARDMS exam. For this reason, GSCC will seek accreditation of the DMS program through the Commission on Accreditation for Allied Health Education Programs (CAAHEP) in collaboration with the Joint Review Committee on Education in Diagnostic Medical Sonography (JRC-DMS).

8. If passage of a licensure examination is required for employment in the proposed field, identify the examination and the administering body. Also, if a licensure examination is required, an objective relating to passage rates should be developed by the institution.

Gadsden State Community College DMS students will take the American Registry for Diagnostic Medical Sonography exam (ARDMS). The college benchmark for first time pass rates of this exam is 85%.

9. Identify specific Alabama senior institutions which will articulate the transfer of skills-emphasis credits for this program.

While not intended as a transfer program, the general education courses I-IV are transferable.

D. Program Admissions Requirements, Enrollment Projections and Completion Projections

1. Describe briefly the criteria and screening process that will be used to select students for the program.

This program will accept students based on selective admission criteria used in other state and national programs. To be eligible for admission:

- **Meet all general admission requirements of GSCC**
- **Must have a minimum score of 18 on ACT**
- **Students must maintain a "C" or better on all general and Pre-DMS courses, if courses were repeated, the highest grade for the course will be used**
- **Students must have at least a 2.5/4.0 GPA on general education courses**
- **Must complete all general required courses for DMS program by application deadline**
- **Student must pass a criminal background check and a drug test**
- **Applicants must be 18 years of age (Alabama Regulations for Control of Radiation Rule 420-3-03(6), (Occupational Radiation Dose limits, states that all occupational workers employing ionizing radiation, must be at least 18 years of age).**
- **Applicants must meet the essential functions required by the DMS program**

2. Describe the methodology for determining enrollment projections. If a survey of student interest was conducted, attach a copy of the survey instrument with a **summary** of results (how many, to whom, response rate) as **APPENDIX B**. Do not submit copies of the individual survey responses.

An online survey of student interest (convenience sample) in DMS was conducted August 2016 at freshman FOCUS with N=27. The results are as follows:

Digital Medical Sonography Survey Focus August 2016					
	Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree
Interest in DMS	8 (29.6%)	14 (51.9%)	3 (11.1%)	2 (7.4%)	

See Appendix B

3. Provide a realistic estimate of the costs of the program.

ESTIMATED NEW FUNDS REQUIRED TO SUPPORT PROPOSED PROGRAM						
	Year 1	Year 2	Year 3	Year 4	Year 5	TOTAL
FACULTY (FT)	<u>\$91,735</u>	<u>\$91,735</u>	<u>\$183,470</u>	<u>\$191,902</u>	<u>\$191,902</u>	<u>\$750,744</u>
(PT)	<u>\$3,593</u>	<u>\$7,188</u>	<u>\$7,188</u>	<u>\$10,781</u>	<u>\$10,781</u>	<u>\$39,530</u>

LIBRARY (Title III Funds)	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$7,500
FACILITIES	\$0	\$0	\$0	\$0	\$0	\$0
OFFICE SUPPLIES (Title III Funds, Year 1 only)	\$1,500	\$1,500	\$1,500	\$1,500	1,500	\$7,500
EQUIPMENT Title III Funds	\$204,328	\$0	\$0	\$204,328	\$0	\$408,656
STAFF	\$12,747	\$12,747	\$12,747	\$13,004	\$13,004	\$64,242
OTHER (Accreditation Costs) (Title III Funds)	\$1,450	\$2,350	\$2,350	\$2,350	\$2,350	\$10,850
TOTAL	\$316,853	\$117,020	\$208,755	\$425,365	\$221,037	\$1,289,037

SOURCES OF FUNDS AVAILABLE FOR PROGRAM SUPPORT

	Year 1	Year 2	Year 3	Year 4	Year 5	TOTAL
INTERNAL REALLOCATIONS	\$20,000	\$0	\$0	\$0	\$0	\$20,000
EXTRAMURAL*	\$204,328	\$0	\$0	\$204,328	\$0	\$408,656
TUITION	\$99,912	\$144,210	\$159,538	\$176,778	\$192,096	\$772,534
TOTAL	\$324,240	\$144,210	\$159,538	\$381,106	\$192,096	\$1,201,190

*Extramural funds from _____

ENROLLMENT AND DEGREE COMPLETION PROJECTIONS

	Year 1	Year 2	Year 3	Year 4	Year 5	5-YEAR AVERAGE
TOTAL HEADCOUNT ENROLLMENT	20	23	25	28	30	25
NEW ENROLLMENT HEADCOUNT	10	13	16	20	22	16
DEGREE COMPLETION PROJECTIONS	N/A	5	8	10	12	4-YEAR AVERAGE 9

E. Program Need Justification

1. Will the program satisfy a clearly documented need?

Institutional-Gadsden State Community College serves its diverse communities by offering quality academic education, workforce development, and adult education opportunities that are accessible and affordable and that foster lifelong learning and

global awareness. As skill and education requirements for jobs continue to rise in Region 2, more jobs will require postsecondary education and training at the minimum. Gadsden State Community College (GSCC) stands ready to meet these needs through AAS degrees, certificates, and short certificates for a multitude of technical and professional programs. Productivity rises with education and educated people are more likely to contribute to the economic development of Region 2. The implementation of this program will help the college to better fulfill its mission through providing “educational opportunities that prepare students for successful careers in professional and career technical fields, retrain existing employees, and promote local and state workforce development initiatives that meet employer needs” (Institutional Goal # 1).

The Diagnostic Medical Sonography program will be offered on Gadsden State Community College’s Valley Street campus. This campus is a Historically Black College and University campus and will provide DMS students through Title III Grant monies with laptops, student success workshops, and job search assistance to ensure that students are competent to enter the workforce in Region 2. Goal # 3 of the Title III Strengthening HBCUs Program states, “ To provide technical, vocational and career education that prepares students for immediate employment, retrains existing employees, and promotes local and state workforce development initiatives. “Goal # 6 states, “To provide business and industry training that meets employer needs.” The Title III Goals mirror the Region 2 Workforce Goals.

Societal- One of the greatest things the College can do is to help provide economic and workforce development opportunities that help to provide jobs and opportunities that allow the area’s brightest and best to stay in this area. The average per capita annual income for Region 2 is \$32,196, which is lower than the state annual income of \$42,917. A highly educated and productive workforce is critical for economic development in Region 2. Offering a program which offers a graduate the opportunity to make \$56,217 will only improve the annual income for Region 2 (Alabama Department of Labor, Region 2, High Demand Occupations 2012-2022). Higher incomes garnered through education are an important component for economic growth in a low population and labor workforce such as Region 2 (Institutional Goals #1 & #8).

It is predicted that for the 15 year period of 2010 to 2025 the number of Alabamians aged 65 and older will increase to 57.2%, or 20% of the total population. This rise in the aged population will greatly impact Alabama’s economy from housing to consumer spending to health care needs. As a population ages, there is an increase in heart attack and stroke.

These conditions will spur the demand for therapeutic services. The proposed DMS program will help meet the needs of the aging population in Alabama (Center for Economic Research, The University of Alabama).

The Alabama Per Capita Income for 2015 was \$38,965 according to the Bureau of Economic Analysis, US Department of Commerce, retrieved 9/21/2016 from www.bea.gov/regiona/bearfacts/action.cfm .

Students looking for lucrative career options will be drawn to the DMS program with the median pay being a 45% increase of the Per Capita income for Alabama.

Employability-This program will provide opportunities for employment in local hospitals and physician’s offices. Region 2 has 10,121 unemployed people with 47,736 underemployed. Many (37,615) of the underemployed are willing to commute farther and longer for a better job. The DMS program will give the underemployed in Region 2 an opportunity for a better paying job.

According to the Alabama Community College System Region 2 Report, Diagnostic Medical Sonography is one of the top five fastest growing occupations. In 2012, there were 40 Diagnostic Medical Sonographers in Region 2. It is predicted by 2022 that the need for Area 2 will increase to 60, a 36.6% change. According to the United States Department of Labor the median pay for a Diagnostic Medical Sonographer is \$62,540 or \$30.07 per hour.

Growth in DMS demand in Alabama has a projected growth of 36.6% for years 2012-2022 for Region 2. Alabama currently employs 1,150 DMS, retrieved 9/21/2016 from [www.http://data.bls.gov/search/query/results?q=projections+central](http://data.bls.gov/search/query/results?q=projections+central) with a projected growth rate of 28.4% for the state. Regions 2’s growth projection is higher than that of the state projection. The Projections Central website from the US Bureau of Labor Statistics projects that by 2024 there will be a need for 1,470 DMS statewide with annual opening of 60 per year.

Alabama	Employment 2014	Employment 2024	Percent Change (%)	Change	Openings	Salary
Diagnostic Medical Sonographers	1,150	1,470	28.4	320	60	\$56,217

2. If the program duplicates or closely resembles another program already offered in the state, can this duplication be justified?

There are 5 accredited DMS programs in Alabama: H. C Trenholm State Technical College, Montgomery; Institute of Ultrasound Diagnostic, Spanish Fort; Lurleen B. Wallace Community College, Andalusia; Virginia College, Birmingham; and Wallace State Community College in Hanceville. None of the above are located in Region 2. Offering the Digital Medical Sonography program would provide students in Region 2 new opportunities for employment as the growth projection for Region 2 for DMS exceeds the state growth projection for DMS.

3. What characteristics of the identified need require that it be met by a new program rather than an existing program? (Note: In explaining how the proposed program meets this criterion, an institution may refer to the criterion on collaboration and develop a response that addresses both criteria simultaneously). For purpose of this criterion, duplication is defined as the same or similar six-digit CIP Code and award level in the Master Academic Inventory. Institutions should consult with Department of Postsecondary Education staff during the ISPA phase of application development to determine what existing programs are considered duplicative of the proposed program.

There is currently no existing program at Gadsden State Community College that will meet the need of providing diagnostic medical

4. Based on your research on the employment market for graduates of this program, indicate the total projected job openings (including both growth and replacement demands) in your State Board of Education approved service area as well as the state at large. These job openings should represent positions that require graduates from a program such as the one proposed.

Projected Job Openings

	Year 1	Year 2	Year 3	Year 4	Year 5	Total
State	60	60	60	60	60	300

Retrieved 9/21/2016 from www.labor.alabama.gov/WorkforceDev/Mapsand_posters/Hot40En/WDR5.pdf

Average Projected Job Openings from Employer/Local Survey

N=8

Employers	2017	2018	2019	2020	2021
# 1	9	9	10	10	11
# 2	7	7	7	7	7
# 3	2	2	2	2	2
# 4 *	8	8	8	8	8
# 5	1	1	1	1	1
# 6	3	3	3	4	5
#7 *	5	5	5	5	5
#8*	3	3	3	3	3
Total	38	38	39	40	42

*Indicates survey of agencies outside Region 2.

5. Give a brief description of the methodology used to determine the projected job openings (such variables as (a) assurance of adequate employer surveys, (b) business/industry markets, and (c) response rate. Cite all relevant sources. Whenever possible, Alabama Department of Industrial Relations employment data/projections should be utilized. If a survey of employment needs was used attach a copy of the survey instrument with a **summary** of results as **APPENDIX C. Do not submit copies of the individual survey responses.**

Seventeen 7-question surveys were mailed to employers (hospitals and physicians' offices) of Diagnostic Medical Sonographers in Region 2. (See Attached Appendix B). Three surveys were from agencies outside Region 2 (Marshall & Dekalb Counties and Floyd County in Georgia) and are identified with an asterisk. These counties are on the Region 2 border. The surveys asked employer demand for diagnostic sonographers for a projected 5 year period. Eight surveys were returned. The lowest number of needed sonographers was from a small community hospital with less than 30 beds.

6. If the program is primarily intended to meet needs other than employment needs, present a brief rationale.

N/A

7. If similar programs are available at other institutions in the state, will any type of program collaboration be utilized? Why or why not? What specific efforts have been

made to collaborate with institutions to meet the need for this program? Address qualitative, cost, and access considerations of any collaborations that were considered.

There have been no collaborative efforts due to the distance in locations and regions of the other colleges, however, collaboration could be achieved through online course offerings.

8. Will any type of distance education technology be utilized in the delivery of the program on your main campus or to remote sites? If not, why?

Many of the general education courses are offered online. The DMS courses that would best fit the online format would be foundational courses that teach an overview of digital medical sonography, sonographic terms, and anatomy.

9. Address the quality, access and cost considerations of using distance technology in the program.

While the hands-on nature of many of the program's courses do not lend themselves to distance education formats, the college will offer hybrid courses online utilizing blackboard.

Gadsden State Community College's ability to offer hybrid online formatting will give students access to course materials, grades, and instructors 24/7. It is also a convenient modality for submission of assignments. Hybrid courses augment the overall quality of the classroom, by providing a venue for related videos, articles, and scholarly papers that may be accessed without ever having to leave home. The cost of online courses for in state students is \$138 per credit hour which is extremely cost effective in terms of saving in time, mileage, and convenience to the student

Prerequisite courses offered online at GSCC are: ENG 101, PSY 200, MTH 100, SPH 106, BIO 201, and HUM/FA Electives.

DMS course that potentially could be offered online are: DMS 216 Sonographic Principles and instrumentation, DMS 203 Sonographic Terms, DMS 205 Sonographic Anatomy, and DMS 225 Superficial Parts.

Should a student wish to take the above listed courses online, it would account for 30% of the total courses needed to complete the DMS degree.

Gadsden State Community College (GSCC) recognizes distance education as a delivery system for instruction. Distance education is defined as a formal educational process in which the majority of the instruction (interaction between students and instructors and among students) in a course occurs when students and instructors are not in the same place. The goal of these courses is to help fulfill the GSCC mission of providing available, accessible, and affordable courses for transfer and career programs for student (Institutional Goal #4).

F. Program Resource Requirements

1. Number of currently employed faculty who teach in the program:

Full-time 0 Part-time 0

Attach a synopsis of the qualifications (degrees, experience, etc.) of each existing faculty member to this proposal as **APPENDIX D**. Do not attach entire curriculum vitae. This should be no more than one paragraph per faculty.

N/A

2. Number of additional faculty who will be employed to teach in the program during the first five years:

Full-time 2 Part-time 1

3. If the qualifications of new faculty to be hired differ from requirements stated in Postsecondary Faculty Credentials, indicate such.

N/A

4. Briefly describe available and additional support staff who will be provided for the program.

The college will employ adjunct faculty as needed to assist with labs and clinical activities. The Dean of Health Science and the Health Science Administrative Secretary will initially provide administrative oversight to include budget management, invoices, technology grant applications, personal leave, sick leave, and travel documentation. The Information Technology (IT) Division will provide assistance with computer and technological services. The campus library will provide academic support through numerous databases, books, and journals. The Teaching and Learning Center will provide support to promote academic success and program completion. The Institutional Effectiveness office will assist with program assessment and outcomes. College recruiters will market the program to high schools and career fairs within the region to make certain that students are aware of the program.

5. Describe any special equipment that is necessary for this program, indicating what is currently available, what will be added, and the cost of additional equipment.

Diagnostic Medical sonographers provide sonography to patients who have needs for diagnosis such as: pregnancy, vascular abnormalities, cysts and tumors, and heart malformations or valve problems. The equipment identified in Appendix C will identify various abnormalities in patients. There is currently no equipment on site that may be utilized in the DMS program. See Appendix D.

6. Describe facilities for the program, indicating what is currently available and any necessary renovations or additional facilities that would be added. Provide a cost estimate for any renovation or additions. If clinical sites are required, provide signed agreements between the institution and the host facility. At a minimum, the total number of slots should equal the projected number of students cited above.

Gadsden State Valley Street will be the instructional site for this program. The building has ample classroom space (37'8" X 18'2"), as well as a high tech

simulation laboratory (27'3" X 19'0") that can be utilized for DMS. Office space for full-time faculty is available (11'7" X 7'6"). Each classroom is equipped with LCD projectors and smart boards. There is a computer lab and academic library on site to support research and learning activities. There are six hospitals within a 35 mile radius of Gadsden State Community College that may be used for clinical rotations.

7. Provide an indication of the current status of the library collections supporting the proposed program. Describe how any deficiencies will be remedied, including the cost of such remedies.

Students and faculty have remote access to numerous electronic resources. The *Alabama Virtual Library* provides student and faculty with access to numerous databases. Through the *Alabama Virtual Library*, students and faculty may access thousands of full-text journals articles from fields such as science, medicine, technology, social science, business, humanities, and popular culture. Also included in the *Alabama Virtual Library's* resources are online encyclopedias with multimedia clips, maps, biographies, and much more. The Learning Resource Center also subscribes to two other electronic databases: *Newsbank* and *Humanities Index*. Students and faculty may access these databases remotely by contacting the Learning Resources Center faculty or staff for passwords.

Health Science Databases include: *EBSCO, Explora, Health Infonet of Alabama, Infotrac General One File, Library, Information Science and Technology Abstracts, Medline Plus, PubMed, Vocational and Career Collection.*

The Library would need to purchase the following for the DMS program: *Journal of Diagnostic Medical Sonography, Diagnostic Ultrasound: imaging and blood flow measurements, Textbook of Diagnostic Sonography, and ARDMS-Secrets of the ARDMS Sonography principles & instrumentation Exam.*

Gadsden State Community College's Learning Resource Center, Wallace Drive is open Monday through Thursday from 8:00 am-6:30pm. This Center is less than 3 miles from the Valley Campus and can be readily accessed by DMS students. Faculty and staff are available to answer questions via telephone or email. An orientation concerning the use of material and equipment of the Learning Resources Center is provided for students, faculty, and any other patrons who request on. This orientation may be in either a formal, group setting or in an informal, individual setting. In addition, online tutorials demonstrating how to use the Learning Resource Center's online catalog and electronic databases are located on the Learning Resource Center's website.

G. Costs to Begin Program

1. This should only include the **additional** costs that will be incurred, not current costs. All sources and amounts of funds for program support should be indicated.

**Costs to Begin Program Spring 2018
January 1-September 30**

Faculty Full Time	\$68,801.25
Faculty Part Time	\$3,593.00
Library Journals and Texts * (Title III)	\$1,500.00
Support Staff	\$9,560.25

Office supplies (Title III)	\$1,500.00
Equipment (Title III)	\$204,328.00
Accreditation Costs (Title III)	\$2,050.00
Total	\$291,332.50

* Library Journals: *Journal of Diagnostic Medical Sonography* \$495/year
Diagnostic Ultrasound: imaging and blood flow measurements, Second Ed., Ed. 2
\$131.96 X 2 *Textbook of Diagnostic Sonography*, 2 Volume set. Ed. 7. \$215.27 X 2
ARDMS-Secrets of the ARDMS Sonography Principles and Instrumentation Exam.
\$49.99 X 4

Gadsden State Community College

Diagnostic Medical Sonography

We have reviewed the employment demand for DMS specialties at selected businesses in Gadsden State Community College's service area and in Alabama. We are confident that the employment needs for DMS personnel who possess the skills acquired in such a program of instruction could best be classified as:

High Demand **Moderate Demand** **Low Demand** **Critical Shortage**

In addition, we have examined and recommended requirements for admissions, content of the specialties and appropriate general education, program length, method of evaluation, and the skills and/or proficiency required for completion.

EMPLOYERS: (In Digital Medical Sonography and in directly-related fields) *Minimum of 18 employers*

<p>Employer A _____ High _____ Demand</p> <p>Name: <u> Gaye Roberts </u></p> <p>Title: <u> Radiology Director </u></p> <p>Company Name: <u> DeKalb Regional Medical Center </u></p> <p>Address: <u> 200 Medical Center Drive </u> Ft. Payne, AL</p> <p>Zip Code: <u> 35968 </u></p> <p>Signature: _____</p>	<p>Employer B _____ Moderate _____ Demand</p> <p>Name: <u> Butch McDonald </u></p> <p>Title: <u> Assistant Director of Imaging </u></p> <p>Company Name: <u> Riverview Regional Medical Center </u></p> <p>Address: <u> 600 So 3rd Street, Gadsden, AL </u></p> <p>Zip Code: <u> 35901 </u></p> <p>Signature: _____</p>
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Employer C _____ **Low** _____ **Demand**

Name: _____ Teresa Chandler _____

Title: _____ Radiology Technician _____

Company Name: _____ Cherokee Medical Center _____

Address: _____ 400 Northwood Drive Centre, AL _____

Zip Code: _____ 35960 _____

Signature: _____

Employer D _____ **Moderate** _____ **Demand**

Name: _____ Jordan Quick _____

Title: _____ Radiology_Director _____

Company Name: _____ Marshall Medical Center _____

Address: _____ 8000 Alabama Highway 69 Guntersville, AL _____

Zip Code: _____ 35976 _____

Signature: _____

Employer E _____ **Moderate** _____ **Demand**

Name: _____ Penny Carr _____

Title: _____ Radiology Director _____

Company Name: _____ Gadsden Regional Medical Center _____

Address: _____ 1007 Goodyear Drive Gadsden, AL _____

Zip Code: _____ 25903 _____

Signature: _____

Employer F _____ **High** _____ **Demand**

Name: _____ Thomas Abernathy _____

Title: _____ Director of Radiology _____

Company Name: _____ Northeast Alabama Regional Medical Center _____

Address: _____ 400 E 10th St Anniston, AL _____

Zip Code: _____ 36207 _____

Signature: _____

Employer G _____ **Moderate** _____ **Demand**

Name: _____ Lisa Simone _____

Title: _____ Radiology Technician _____

Company Name: _____ Stringfellow Hospital _____

Address: _____ 301 East 18th Street _____ Anniston, AL _____

Zip Code: _____ 36207 _____

Signature: _____

Employer H _____ **High** _____ **Demand**

Name: _____ Kurt Layton _____

Title: _____ Radiology_Director _____

Company Name: _____ Redmond Regional Medical Ctr _____

Address: _____ 501 Redmond Road _____ Rome, GA _____

Zip Code: _____ 30165 _____

Signature: _____