

BJC FULL-RIDE SCHOLARSHIPS PROGRAM

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PROGRAM OVERVIEW

The [BJC HealthCare \(BJC\) Full-Ride Scholars \(FRS\) program](#) a limited number of newly admitted students in the Barnes Jewish College [Goldfarb School of Nursing](#) (Goldfarb) [Bachelor of Science in Nursing](#) (BSN) Upper Division and Accelerated programs each academic term. Recipients, BJC Full-Ride Scholars (Scholars), apply their education in a full-time eligible RN position at a BJC entity to fulfill a continuous 3-year work commitment, after graduating from Goldfarb and passing the NCLEX.

Purpose

The BJC FRS program originated in the summer of 2022 **to support a diverse and inclusive pathway into nursing by improving access to nursing education and stabilizing the nursing workforce in the areas of highest need.** The aim is to increase the number of BSN enrollments at Goldfarb and to increase the retention of graduate nurses at BJC.

Goldfarb incorporates innovative teaching models and a supportive culture to prepare students in a diverse, academically rigorous environment to provide exceptional care. Goldfarb students learn the science and skills of nursing and apply their knowledge during clinicals and in a state-of-the-art [Clinical Simulation Institute](#) lab with virtual reality. Goldfarb students have access to comprehensive academic, professional, and personal counseling services to help them succeed. Click [here](#) to apply to Goldfarb.

BJC is one of the largest nonprofit health care organizations in the United States, delivering outstanding patient care services to residents primarily in the greater St. Louis, southern Illinois, and mid-Missouri regions. [BJC](#) consists of 14 hospitals and 4 health service organizations that provide various healthcare services including inpatient, outpatient, virtual, primary, convenient, behavioral, home, rehabilitation, community, long-term, and hospice. BJC has a world-class reputation for top physicians, hospital safety and quality, service line excellence, patient satisfaction, nursing quality, and cancer care as shown in the [BJC awards and recognitions](#) and [Magnet designation](#). The BJC FRS program aligns with the [BJC mission](#) to improve the health and well-being of the people and communities we serve through leadership, education, innovation, and excellence in medicine. **Together, we are extraordinary.**

Program Manager Support

A designated program manager provides individualized support by connecting with recipients throughout their journey as students, during the transition to practice, and as nurses. Recipients are provided avenues to collaborate with the Full-Ride Scholars' community and to seek guidance to identify roles that create daily joy, navigate nursing, develop professionally, obtain answers to program questions, and access organizational resources.

Eligibility

- Newly admitted student in the Goldfarb Accelerated or Upper Division BSN program
- Selection criteria is provided in the program application
- Prior to receiving the program award, the recipient must be fully admitted which includes admission criteria met, deposit paid, and final transcripts received by Goldfarb

Application

- New students will be notified when applications are open
- Apply through the Goldfarb admission application portal
- Applicants receive an email of being selected or not selected within 2 weeks after the deadline
- Anticipated application open and deadline dates are listed below and are subject to change:
 - Spring 2024 Open: 11/10/2023 Deadline: 12/17/2023
 - Summer 2024 Open: 3/8/2024 Deadline: 4/14/2024

Participation Expectations

The recipient must:

- Graduate from the Goldfarb BSN program according to the [student handbook](#) including graduating within the on-time degree completion:
 - BSN Accelerated Program - within 3 terms, maximum 5 terms
 - BSN Upper Division Program – within 5 terms, maximum 7 terms
- Complete the work commitment:
 - Pass NCLEX within 90 days of degree conferral (i.e., date degree received), and
 - Obtain and maintain state [licensure](#), and
 - Complete the application process and commence work in a full-time (35+ hours/week) eligible RN position (as listed in Appendix A) within 90 days of degree conferral, and
 - Complete 3 years of continuous work in a BJC full-time eligible RN position
- Repay BJC the unforgiven loan amount, plus applicable interest, at a prorated amount for years served within 90 days of not meeting the participation expectations

Notes to recipients:

- A specific department is not guaranteed and is based on openings at that time
- Participating in this program will not impact your compensation
- Inform your hiring leader of the date you must start an RN position and when you obtained an RN license

Benefit Amount

- Forgivable loan up to \$60,000, funding 100% of Goldfarb BSN program qualifying tuition & fees on a term-by-term basis is paid by BJC directly to Goldfarb on behalf of the recipient
- Costs not funded, include but are not limited to:
 - Tuition at another institution
 - Books
 - Clinical supplies and fees
 - Course retake/repeat
- Goldfarb tuition deposits are required to be paid directly to Goldfarb by the recipient, however the recipient will receive a \$150 credit in the first term
- For each year of continuous work in an eligible RN position, BJC shall forgive one-third of the total principal aggregate loan amount (forgiven loan amount)
- The principal aggregate loan amount is taxable income to the recipient

Terms and Conditions

Please refer to the contract, BJC Tuition Assistance Agreement and Promissory Note, for all terms and conditions. There are legal and tax consequences related to the BJC Tuition Assistance Agreement and Promissory Note. Please seek legal and/or tax counsel if you have any questions.

APPENDIX A

ELIGIBLE NURSING POSITIONS

1. Eligible BJC Hospitals and Health Service Organizations:

- Alton Memorial Hospital
- Barnes-Jewish Hospital
- Barnes-Jewish St. Peters Hospital
- Barnes-Jewish West County Hospital
- BJC Behavioral Health
- BJC Corporate Health Services
- BJC Home Care
- BJC Medical Group
- Christian Hospital
- Memorial Hospital Belleville
- Memorial Hospital Shiloh
- Missouri Baptist Medical Center
- Missouri Baptist Sullivan Hospital
- Northwest HealthCare
- Parkland Health Center, Farmington
- Parkland Health Center, Bonne Terre
- Progress West Hospital
- St. Louis Children’s Hospital

2. Eligible Job Titles: RN positions in the **Job Codes** listed below

Job Code	Job Title
31135	Case Manager – ED (E)
31136	Case Manager - ED (N)
451100	Asst, First - RN
451101	Asst, First - RN - (E)
451122	Nurse, Staff - Homecare (E)
451134	Staff RN
451136	Team Lead/Charge Nurse (N)
451142	Nurse, Staff - Homecare (N)
451148	RN - Apheresis
451157	Nurse, Behavioral Health (E)
451159	Team Lead/Charge Nurse (E)
451161	Staff RN (Exempt)
451175	Asst, First - RN (N)
451181	RN - Dialysis / Pheresis (Peds)
451182	RN - NICU Critical Care (Peds)

Job Code	Job Title
451136	Team Lead/Charge Nurse (N)
451188	Nurse, Behavioral Health (N)
451211	RN - Critical Care Cardiac/ IR / NIR
461138	RN - Operating Room (OR)
461139	RN - ICU
461140	RN - Emergency Dept (ED)
461143	RN - Advanced Critical Care PACU
461144	RN - Critical Care IR / NIR Rad
461147	Team Lead/Charge RN – Specialty (N)
461153	Hematology/Oncology (Peds)
461154	RN - Oncology Inpatient
461156	RN - Select Float
461157	RN - Select Float Specialty
461159	RN - Cardiac Cath Lab (CCL)
461168	RN - Select Flex Specialty – OR

3. Not Eligible: Consult program manager for ineligible roles that align with the RN Career Ladder **Roles** ineligible, include but is not limited to:

- ambulatory surgery
- breast center
- centralized telemetry
- coordinator
- diagnostic radiology
- discharge call
- disease center
- educator
- e-ICU/tele-ICU
- Huckstep center
- manager
- medical office/group
- navigator
- occupational health
- orthopedic center
- pain management
- pre-admission
- remote
- respiratory
- scheduler
- school nurse
- supervisor
- telehealth
- telephone
- triage
- wellness center
- women’s center
- wound center

RESOURCES

BJC Full-Ride Scholars Program

- Contact: Program Manager, Dr. Carrie Kollar, carrie.kollar@bjc.org, C: (314) 459-1509

Goldfarb Financial Aid

- Contact financialaid@barnesjewishcollege.edu or explore [Financial Aid](#)
- Goldfarb & Christian Hospital - Robert McMullen Scholarship: Full-Ride Scholars are exempt from the work commitment
- [Goldfarb 20% tuition discount](#): excludes BSN for Full-Ride Scholars, gs-gsonbusoffice@bjc.org

Goldfarb Clinical Coordinator and BJC Student Coordinators support clinicals and preceptorships

- Goldfarb Canvas Student Resources Module/Clinical Information
- [Earn While You Learn](#) Full-Ride Scholars are exempt from the work commitment
- BJH Dedicated Education Program (DEP)

BJC Employee Benefits:

- Full-Ride Scholars are not eligible for: BJC Sign-on bonus programs and/or BJC Loan Repayment for the Full-Ride Scholar program amount
- [General questions](#): Employee Service Center, 314-362-2184, BJCHRhub.org
- [Total Rewards, YouDecide](#) discounts, & [Enrollment Guide](#)
- Tuition and Certification Assistance at [MyHR Hub](#) or [Total Rewards](#)
- Leaves or requests for accommodations: [Lincoln Financial](#) 1-800-213-1580
- MyTime: mytime@bjc.org and paycheck: payroll@bjc.org
- Well-Being, [Thrive: Employee Assistance Program \(EAP\)](#) available 24/7, 314-747-7490; [Resiliency](#); and [Grief Support](#)
- [RN Career Ladder](#) and [Champions](#)
- [Nurse Builders: Enroll for Continuing Education](#) and [Enroll for certification review courses](#), for questions contact coursequestions@nursebuilders.net

BJC Institute for Learning and Development (BILD) supports employee's professional and personal development through academic partnerships, interview prep, resume review, resiliency, and more

- Contact: [Career Consultants](#) and schedule using this [form](#)
- [Scholarships](#): Offered two times annually to employees with ≥ 2 years of BJC employment
- [Guiding People to Success \(GPS\) Career Services](#): Resume and Interview tips, [Onboarding](#), [Career Explorations Map](#), and [Nursing Career Map](#)

BJC Talent Strategies supports nursing students with recruitment, open positions, externships, internships, and job shadowing

- On your resume, please disclose you are a BJC Full-Ride Scholar
- Contact: campusrecruit@bjc.org
- [Graduate Nurse \(GN\) state board NCLEX testing paid study time](#): must be in GN position
- [GN Expedition Program](#): Explore 3 different specialties over a 1-year period, Full-Ride Scholars are exempt from work commitment
- [BJC | Event Registration](#): Career Fairs, Resume Workshops, and Virtual Information Sessions
- [Graduate Nurse General Application](#): Individualized support with the application process and to identify positions and receive notifications, offered up to 1 year prior to graduation
- [BJC Careers site](#): Apply for specific positions and obtain information on applying, interviewing and the referral program *There is no limit to the number of applications you submit
- **Positions before** Fundamentals/Intro to Adult Health course is completed:
 - Call Center Representative
 - Child Life Assistant
 - Courier
 - Lab Associate
 - Medical Assistant
 - Patient Navigator
 - Patient Observer
 - Patient Service Representative
 - Patient Sitter or Safety Assistant
 - Patient Transporter
 - Sterile Processing Tech
 - Unit Secretary
- **Student Nurse positions after** Fundamentals/Intro to Adult Health course is completed:
 - Centralized Monitor Tech
 - Mental Health Tech
 - Nurse Extern
 - Patient Care Tech (PCT)
 - Student Nurse Tech (SNT)

GOLDFARB STUDENT SUCCESS PROGRAMS

As a Full-Ride Scholar, you have an outstanding opportunity to launch your nursing career with an excellent education and experience at a world-class health system!

Nursing school can be rigorous as well as rewarding. Part of our commitment to you, as a Scholar, is to create supports that help you thrive as a Goldfarb student and then a BJC nurse. Why is this important? *We see you as an excellent candidate and we want you to succeed!*

We are asking Scholars to commit to curated events carefully structured to provide excellent support while being sensitive to your time commitments as a student. You will receive more details about these events as they are scheduled. For now, we want to ensure you are aware of the extracurricular supports available *with a request for you to commit to your success by participating in the actions listed below.*

Starting Academic Term:

- Attend the Full-Ride Scholars' Welcome Celebration
- Participate in a CommUNITY conversation/DEI event
- Schedule a new student advising appointment with your [Academic and Student Support Advisor](#) which includes individualized support for:
 - [Peer tutoring](#)
 - Supplemental instruction
 - Writing services
 - Student Academic Achievement Coordinator support
- Check out [Academic Support](#)

Ongoing Academic Terms:

- Schedule academic and student support check-ins each term
- Attend the career offerings/career panels typically offered in terms 2 and/or 3
- Participate in 4 or more community activities or events planned by [student clubs and organizations](#), departments, faculty, or Goldfarb
- Schedule an individualized mental health screening: [student assistance program counseling appointments](#)
- Check out [Nursing Careers](#) for information on Nurse Licensing and Specialties and [SkillsFirst](#) for resume building

