



Presidential Faculty Scholar

Purpose: As part of Barnes-Jewish College's commitment to faculty development, financial support for faculty who are pursuing doctoral or post-doctoral education is provided through the Presidential Faculty Scholar fund.

Program description: This program is separate from BJC HealthCare's tuition assistance benefit (policy number 4.11) and augments nursing faculty's ability to pursue a doctoral degree or post-doctoral training in an accredited nursing program and/or recognized post-doctoral fellowship program. This award is for \$10,000 using funds through endowment monies available through The Foundation for Barnes-Jewish Hospital. The program may be time limited based on the funds available from The Foundation for Barnes-Jewish Hospital to the College and/or funding priorities. It is subject to change or elimination based on the availability of funding.

Eligibility:

- A. Employed as a full-time faculty at Barnes-Jewish College for a minimum of 2 years at time of award.
- B. Commit to a minimum of 2 years employment at Barnes-Jewish College after completion of program. Prior to award of funds, employee will sign the Presidential Faculty Scholar agreement to repay 100 percent of the reimbursed amount if he or she does not remain employed at Barnes-Jewish College for 2 years after completion of program.
- C. Enrollment in an accredited doctoral program in nursing or related field, or acceptance into a recognized post-doctoral fellowship.
- D. Career aspirations and intent to use the degree to advance Barnes-Jewish College and/or the discipline.
- E. Must be in good standing from a performance perspective and demonstrating outcomes consistent with rank expectations.
- F. An awardee must demonstrate their academic capacity to complete the doctoral program/fellowship and show an interest in advancing the academic or research mission of Barnes-Jewish College.
- G. The recipient is eligible for the Presidential Faculty Scholar only one time.

Amount: up to \$10,000; budgeted expenses are reimbursed with supporting receipts. The award may be used to offset tuition, the cost of books, or research. The funds award may be split over 2 years.



Application: Applications are accepted 2 times per year: September 1 for award date of January 1 the following year; January 1 for award date of September 1. Applications should be submitted to the Vice Dean for Human Resources and Strategic Effectiveness.

Applications should include the following:

- 1) Narrative description of proposed plan:
 - a. specific, brief narrative of expanded competencies being sought through doctoral education or post-doctoral education
 - b. must include a plan of study for doctoral degree or plan of work for post-doctoral work
- 2) Verification of acceptance to doctoral program or post-doctoral program (both required)
 - a. Letter of acceptance from University or College
 - b. Enrollment in classes
- 3) Proposed detailed budget
- 4) Letter of support from direct supervisor
- 5) Scan and email the all required documents to Vice Dean for Human Resources and Strategic Effectiveness at Presidentialscholars@barnesjewishcollege.edu
- 6) Attach the checklist with the application documents

Applications will be reviewed by the President, Vice Dean for Human Resources, the Senior Associate Dean for Academic Affairs, the Senior Associate Dean for Research, the Chair of the Faculty Affairs Committee.

Procedure for Benefits:

Applicants will be notified by the award date of January 1st or September 1st.

Applicant will complete the Presidential Faculty Scholar Agreement and submit an email to Presidentialscholars@barnesjewishcollege.edu within 30 days of notification of award.

Reimbursement for expenses should be submitted within 60 days of incurring the expense to be eligible for reimbursement. Expenses should be submitted to GSON HR's department.

The Human Resource department will coordinate with the Finance department for appropriate disbursement.

FAQ's:

1. **Will employees/faculty be able to apply for tuition reimbursement through BJC and this program?** The employee is eligible and encouraged to apply for tuition reimbursement through BJC. For more information, review Policy 4.11 Tuition and Certification Assistance. This fund from the Presidential Faculty Scholars program cannot be used during the same calendar year as the BJC tuition reimbursement program.
2. **Will you be able to use the Presidential Faculty scholar award and the BJC Tuition at the same time?** No. Over the course of a year recipients of this program should utilize all funds awarded through this program and then apply for the BJC Tuition Program. For example: First year (2019) you receive \$5,000 from Presidential Faculty Scholar and the second year (2020) you receive a second installment of \$5,000. Year three (2021) apply for the BJC Tuition Reimbursement program.
3. **Who will manage the process for return of funds if faculty member leaves sooner than the 24 months?** The business office in collaboration with human resources.
4. **If a faculty member leaves/terminates due to cause prior to the 24 months do they pay the stated amount back?** Yes. If an employee terminates employment (voluntary or involuntary) prior to the 24 months commitment, then employee is responsible for repayment of tuition and expenses.
5. **Are there any tax implications related to this benefit?** Yes, any monies paid above \$5,250 is taxable as wages according to IRS guidelines. Payroll will be able to provide details on the taxation amount for each employee.
6. **What happens if I miss the deadline?** Applications are accepted 2 times per year: September 1 for award date of January 1 the following year; January 1 for award date of September 1. If one of these dates are missed; reapply during the next application window.



Presidential Faculty Scholar Checklist and Application

Name: [Click here to enter text.](#)

Faculty Rank: [Click here to enter text.](#)

Years of Service with Barnes-Jewish College: [Click here to enter text.](#)

Application Checklist:

- Narrative description of plan
- Plan of study
- Acceptance letter to program
- Proof of enrollment in classes
- Budget proposal (include one page summary of tuition cost per year, secured funding sources, and remaining out of pocket expenses)
- Letter of support from direct supervisor

Application:

Educational program in which you are enrolled: [Click here to enter text.](#)

Have you exhausted your tuition benefits from BJC HealthCare? [Click here to enter text.](#)

Have you applied for other external funding? If so, please list the external applications you made and provide evidence. [Click here to enter text.](#)

Include checklist with your application and keep a copy for your records.

Send all application documents to Presidentialscholars@barnesjewishcollege.edu


**Presidential Faculty Scholar
Agreement**

This agreement (“Agreement”) is made and entered as of the [Click here to enter text.](#) day of [Click here to enter text.](#), 2019, by and between Barnes-Jewish College, a department of Barnes-Jewish Hospital, a Missouri nonprofit public benefit corporation (“College”), and [Click here to enter text.](#), an individual, (“Faculty Member”).

Whereas, College and Faculty Member have mutually agreed upon the terms and conditions upon which Faculty Member will enter into the doctoral program or post-doctoral fellowship offered by [Click here to enter text.](#) that will provide the Faculty Member with additional advanced education.

Therefore, in consideration of the premises and covenants contained herein, the parties hereby agree as follows:

1. Faculty Member shall enroll in the doctoral program or post-doctoral fellowship beginning [Click here to enter text.](#), [Click here to enter text.](#), and ending [Click here to enter text.](#), 20[Click here to enter text.](#) (“Projected Program Completion Date”).
2. The College will pay for Faculty Member’s tuition, books, and/or research expenses in the amount of \$10,000 total. This amount may be split over 2 years.
3. Throughout the Faculty Member’s enrollment in the Doctoral Program and/or post-doctoral program, and for a period of 24 months after receipt of the Doctoral degree or completion of the post-doctoral program, the Faculty Member shall remain a full-time employee with the College as a member of the faculty for Barnes-Jewish College. Failure to successfully complete the Doctoral Program or Post-Doctoral Fellowship, or to remain a full-time employee of the College for at least twenty-four (24) months after completion, shall trigger the Faculty Member’s immediate obligation to repay to College the cost of the tuition, books, and/or research expenses advanced by College.
4. If a re-payment obligation is triggered pursuant to this Agreement, the Faculty Member shall pay to the College the expenses advanced by the College or shall make arrangements for re-payment in the form of a Promissory Note, within thirty (30) days following the termination of employment or failure to complete the doctoral program. The Promissory Note will bear interest at a rate not to exceed the then prevailing federal student loan rate.



5. The laws of the State of Missouri shall govern this Agreement.
6. The Faculty Member shall pay the College's costs and expenses, including reasonable attorneys' fees, in the event College is required to seek legal action or negotiate to collect any reimbursement under this Agreement.
7. In the event any provision of this Agreement is held to be unenforceable for any reason, the unenforceability thereof shall not affect the remainder of this Agreement, which shall remain in full force and effect in accordance with its terms

In witness whereof, College and Faculty Member have executed this Agreement as of the day and year first above written.

FACULTY MEMBER

(Signature)

(Printed Name)

Date: _____

COLLEGE

By: _____

Title: _____

Date: _____