

Lunch and Learn Workshop September 22, 2022

Learn about your tuition
payment and other
scholarship options

First Question - Are you planning to attend the University of Kentucky or is the program you're considering offered at UK?

Here's where you can check:
<https://www.uky.edu/nursing/>

If you answered “Yes” then you will need to utilize EEP.

- EEP stands for Employee Education Program. FEP stands for Family Education Program and both are a benefit provided by the University and administered by the HR Benefits Office. Anita Dawson is here and can provide answers regarding this program.
- EEP and FEP do **NOT** have a “work back” commitment.

If you answered “No” then the next question is-Are you pursuing a nursing degree?

- If you are not pursuing a nursing degree then you will need to use the EEP discussed on the previous slide and attend UK.
- Senior leaders are currently reviewing all tuition payment programs in consideration of adding other degrees.

If you are pursuing a nursing degree-
Are you employed in the Department of
Nursing and a current licensed nurse
(LPN, RN)?

- The Department of Nursing is defined as having a direct line of reporting to the Chief Nurse Executive
- If you do not know your direct line of reporting please reach out to hospitalpayments@uky.edu and we would be glad to look it up for you

If you are pursuing a nursing degree and you are NOT employed at UK in a licensed nursing position and/or the Department of Nursing:

- You will need to utilize EEP discussed earlier
- Send an application to be reviewed on case by case basis

OR

- You may be eligible for a Nursing Educational Scholarship or Nursing Care Tech Scholarship - information about these scholarships can be found at

<https://ukhealthcare.uky.edu/doctors-providers/nursing/nursing-education/scholarships>

NURSING TUITION CONTRACT

This policy is to provide tuition payment for current licensed nursing employees (RN, LPN) pursuing a nursing degree not offered at UK. Other positions are currently being reviewed on a case by case basis

FAQ's

1. Are you able to take more than 6 credit hours a semester?

With the Nursing Tuition Contract Program you can take as many classes as you like but we only pay for 6 credit hours per traditional semester or up to 18 credit hours per year for non-traditional programs.

2. Are APP's covered in the Nursing Tuition Contract?

Yes as long as they meet all other requirements outlined in the policy.

3. Do you have to be a bedside RN to utilize this program?

Must be a direct care provider at least 50% of the time or in a leadership position.

4. Will the Nursing Tuition Contract cover a MSN, DNP or Ph.D.?

Yes, the policy covers pursuing any nursing degree at an accredited university not offered at UK such as an MSN in Nurse Practitioner, MSN in Nurse Midwifery, MSN in Nursing Education, etc.

5. Will the nursing tuition contract payments be considered taxable income?

No, the payment is sent directly to your school and is a work back commitment, rather than a benefited program like EEP. These payments are not taxable.

6. How do you apply for the Nursing Tuition Contract Program?

Please reach out to hospitalpayments@uky.edu and we will be glad to provide you with the appropriate forms.

DO I QUALIFY?

Are you in a current nursing position and have a direct line of reporting to the Chief Nurse Executive?

- Must be a current registered or licensed nurse (RN, LPN)
- Must be at .50 FTE or higher
- On-Call (PRN) status does not qualify

Are you pursuing a nursing degree not offered at UK or were you not accepted into the nursing program offered at UK?

- Must first apply to UK if desired program is offered

Have you successfully completed your 90 day orientation period?

- Must have successfully completed your 90 day orientation period

Have you received a written corrective action within the last 12 months?

- Must not have received a written corrective action or higher within the past 12 months

Have you been accepted into an accredited nursing program?

- Nursing program must be accredited by CCNE or ACEN

Other Scholarships

- Whether you are pursuing a nursing or a health professions degree, always check the school's web site that you will attend for specific financial aid and scholarship information
- Kentucky Board of Nursing Incentive Scholarship: <https://kbn.ky.gov/Education/Pages/nursing-incentive-scholarship-fund.aspx>
- UK Healthcare Nursing Education Award - you are eligible to apply once you've been accepted to an accredited LPN, ADN or BSN program: <https://ukhealthcare.uky.edu/medical-professionals/nursing/scholarships>
- UK College of Nursing has many available scholarships for their students (apply early and before the deadlines) including those for graduate nursing students: <https://www.uky.edu/nursing/admissions/undergraduate/financial-aid-scholarships/college-nursing-scholarships>
- <https://www.uky.edu/nursing/admissions/graduate/financial-resources/scholarships-graduate-students>
- P.E.O Program for Continuing Education -The P.E.O. Program for Continuing Education (PCE) is intended to provide one-time need based grants to women who are citizens or legal permanent residents of the United States or Canada for use in completing a degree or certification necessary for improving or gaining skills leading to employment. <https://ukhealthcare.uky.edu/peo-program-continuing-education-pce>

5 Year BSN Requirement Policy #NU01-23

With the call to action by the Institute of Medicine or (IOM) as well as Magnet (ANCC) for nurses to achieve higher levels of education and training, UK Health Care is committed to being a BSN preferred institution. Effective January, 2012 newly employed ADN nurses **will be expected to complete their BSN within 5 years from date of hire**. For those in an advanced degree nursing program that does not award a BSN while completing a Masters or Doctoral program, the employee is required to provide documentation from the educational institution confirming completion of credit hours equal to that of a BSN within the designated 5 year period of time and completion of the advanced degree within 8 years.

- Each UK ADN at the date of their hire receives an offer letter explaining the BSN completion mandate in 5 years (and resources to help them including Sue H. Strup, UK HealthCare Senior Career Consultant, the link to the UK RN to BSN web page and EEP info)
- Each UK ADN also receives the BSN Degree Requirement Agreement (on yellow paper) and they are to sign and initial. It is given to them upon hire by their Patient Care Nurse Manager. It is printed on yellow paper and submitted with paperwork for the employee's file. It is supposed to be reviewed every year during their PE to make sure they are progressing with their BSN in the 5-year timeframe
- If a UK RN doesn't finish their BSN in 5 years, they will be separated from the University.

Tuition Loan Repayment Program

Policy# A01-180

- Purpose: To establish procedure for repayment of newly hired graduates within UK HealthCare after a hire date of January 1st, 2021
- Potential Repayment Amounts:
 - Master's Degree DNP/Doctoral Degree, APN shall receive up to \$8,500 per year for 1 year full time service
 - BSN/Bachelor's Degree shall receive up to \$6,000 per year for 1 year full time service
 - ADN/Associate Degree shall receive up to \$3,600 per year for 1 year full time service
- Applicant Process and Information:
 - Itemized financial aid statement, unofficial transcript, and proof of loan amounts(in employee name to Hospitalpayments@uky.edu)
 - Hire Date January - June, Apply by July 1 - Payment made in August
 - Hire Date July - December, Apply by January 1- Payment made in February
 - Employee must be in good standing with **No Corrective Action** in Previous 12 months

Tuition Loan Repayment Program

Job titles that will be considered:

- Nursing: Nurse Clinical, Nurse Clinical/Ambulatory, LPN/Hospital, LPN/Ambulatory and Licensed Practical Nurse/UKHC.
- Lab: Medical Laboratory Scientist*
- Radiology: NM&MI Technologist Lead, Nuclear Medicine Technologist, Radiology Tech CT Procedures, Rad Technologist Sr, Radiology MRI, Technologist Lead, Radiology Sonographer Lead, Radiology Sonographer, Radiology Team Lead, Radiology Technical Manager II, Radiology Technol Lead*
- Perioperative Services: Surgical Technologist*
- Therapeutic Services: Respiratory Therapist, Physical Therapist, Occupational Therapist, Speech Language Pathologist*

*These job titles are not exclusive. Applicants with job titles not listed above will be vetted with a point of contact within each department.

- The applicant shall present completed application, which includes an itemized financial aid statement from their college, unofficial transcript (must specify the degree earned and date awarded), and proof of loan amounts (in employee's name) to hospitalpayments@uky.edu
- Detailed information on this policy can be found [here](#)
 - This is a taxable payment

Questions?

Please direct additional inquiries about the
Nursing Tuition Contract Program or
Scholarships to hospitalpayments@uky.edu

Andrea Gudenkauf/Danielle Sizemore-Program Coordinators

Please direct additional inquiries regarding the
EEP program to edubenefits@uky.edu

Anita Dawson-Program Coordinator

Please direct questions about educational programs, resume
assistance, interview preparation, degree completion options,
graduate programs, etc. to Sue H. Strup, MEd, MSN ~ Senior
Career Consultant, UK HealthCare Career Center

sue.strup@uky.edu or <https://ukhealthcare.uky.edu/career-center>