

**J.F. JOHNSON and CHARLES SANSONE AND ANGELINA SANSONE HOSPITAL FUND
NURSING EDUCATIONAL ASSISTANCE PROGRAM**

Mercy College of Nursing and Health Sciences of Southwest Baptist University

*To provide assistance with educational expenses incurred by students attending the ASN, BSN or MSN programs at
Mercy College of Nursing and Health Sciences of Southwest Baptist University*

Student/Mercy Co-Worker	Student/Non Mercy Co-Worker
GOALS:	GOALS:
<ul style="list-style-type: none"> ▪ Increased enrollment in Mercy College of Nursing and Health Sciences ▪ Retention of new graduate nurses or registered nurses in Mercy Health Springfield Communities ▪ Fill as many open registered nurse positions as possible with qualified applicants for Mercy Health Springfield Communities ▪ Support and uphold academic progression for nursing 	<ul style="list-style-type: none"> ▪ Increased enrollment in Mercy College of Nursing and Health Sciences ▪ Retention of new graduate nurses or registered nurses in Mercy Health Springfield Communities ▪ Fill as many open registered nurse positions as possible with qualified applicants for Mercy Health Springfield Communities ▪ Support and uphold academic progression for nursing
GUIDELINES:	GUIDELINES:
This contract does not give any promise or guarantee of employment with Mercy Health Springfield Communities or any subsidiary or affiliate nor does this agreement constitute any offer of employment.	This contract does not give any promise or guarantee of employment with Mercy Health Springfield Communities or any subsidiary or affiliate nor does this agreement constitute any offer of employment.
Student/co-workers working for Mercy Health Springfield Communities (Springfield, Aurora, Cassville, Lebanon, Mountain View, or Berryville) may submit applications for educational assistance on a semester basis in an amount determined by Mercy Health Foundation for a maximum of four semesters beginning with completion of the first semester. International students with F1 status are not eligible for the educational assistance program.	Students may submit applications for educational assistance on a semester basis in an amount determined by Mercy Health Foundation for a maximum of four semesters beginning with completion of the first semester. International students with F1 status are not eligible for the educational assistance program.
Educational assistance payments will be made at the beginning of a semester for the previous semester for all nursing programs. The final semester payment for a program will only be made provided the graduate is going to work at a Mercy facility as specified above. A graduate nurse must be actively employed in an approved position at Mercy within ninety (90) days from graduation to be considered for the last payment after graduation. All applications must be received in the office of the College Coordinator at Mercy College of Nursing and Health Sciences of Southwest Baptist University within two weeks following completion of semester. Every effort will be made to process educational assistance checks in a timely manner. Students should bear in mind that many factors affect the length of time it takes to process checks including the volume of applications submitted. Selection will be based on multiple factors including academic achievement, job performance, natural talent fit, financial need and available funds.	Educational assistance payments will be made at the beginning of a semester for the previous semester for all nursing programs. The final semester payment for a program will only be made provided the graduate is going to work at a Mercy facility as specified above. A graduate nurse must be actively employed in an approved position at Mercy within ninety (90) days from graduation to be considered for the last payment after graduation. All applications must be submitted to the office of the College Coordinator at Mercy College of Nursing and Health Sciences of Southwest Baptist University within two weeks following completion of the semester. Every effort will be made to process educational assistance requests in a timely manner. Students should bear in mind that many factors affect the length of time it takes to process checks including the volume of applications submitted. Selection will be based on multiple factors including academic achievement, job performance, natural talent fit, financial need and available funds.
All program first-time applicants will participate in an online Talent Assessment questionnaire as part of the application process. Applicants will receive an SBU email notification	All program first-time applicants will participate in an online Talent Assessment questionnaire as part of the application process. Applicants will receive an SBU email notification

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after the posted application deadline with a link to the questionnaire. The questionnaire takes 30-45 minutes to complete. Candidates taking the assessment are advised to complete the questionnaire in a quiet setting with limited distractions and sufficient time to complete it in full. Individuals that have already completed the Talent Assessment are not required to take it again.	after the posted application deadline with a link to the questionnaire. The questionnaire takes 30-45 minutes to complete. Candidates taking the assessment are advised to complete the questionnaire in a quiet setting with limited distractions and sufficient time to complete it in full. Individuals that have already completed the Talent Assessment are not required to take it again.
Student/co-workers must have been in a paid position for a minimum of 90 days prior to being considered for this benefit. The orientation phase of employment must have been successfully completed. Performance and attendance must meet or exceed expectations listed below in order for the program to be made available during the semester applied for.	
Co-workers who have not yet been employed 90 days may qualify for a lesser amount of assistance as a non co-worker	
Student/co-workers may be eligible for additional funding provided by Mercy Health Springfield Communities. Contact Mercy Human Resources.	
Students may only apply for tuition assistance for one nursing program per semester even if dually enrolled in the ASN/BSN programs.	Students may only apply for tuition assistance for one nursing program per semester even if dually enrolled in the ASN/BSN programs.
Qualified registered nurses will agree to continue to practice nursing at Mercy Health Springfield Communities for one calendar year for each semester of educational assistance. ASN graduate nurses must work in an approved area (see promissory note of approved employment areas). Credit towards pay back will be prorated according to the hours worked. The maximum number of hours that will be credited in any one year is 2080.	Qualified registered nurses will agree to continue to practice nursing at Mercy Health Springfield Communities for one calendar year for each semester of educational assistance. ASN graduate nurses must work in an approved area (see promissory note of approved employment areas). Credit towards pay back will be prorated according to the hours worked. The maximum number of hours that will be credited in any one year is 2080.
HOW TO MAINTAIN BENEFIT OF NURSING COLLEGE EDUCATIONAL ASSISTANCE PROGRAM:	HOW TO MAINTAIN BENEFIT OF NURSING COLLEGE EDUCATIONAL ASSISTANCE PROGRAM :
Student/co-workers must be enrolled in Mercy College of Nursing and Health Sciences program, have a cumulative GPA of 3.0 or better per semester in college courses, and a satisfactory rating for clinical performance. Students who have failed a nursing course are not eligible to re-apply for educational assistance during that same degree program but may re-apply when in another degree program.	Students must be enrolled in Mercy College of Nursing and Health Sciences program, have a cumulative GPA of 3.0 or better per semester in college courses, and a satisfactory rating for clinical performance. Students who have failed a nursing course are not eligible to re-apply for educational assistance during that same degree program but may re-apply when in another degree program.
Meet performance and attendance expectations as a Mercy co-worker. Meet attendance expectations of the college.	Meet attendance expectations of the college.
Student/co-workers must continue to be available to work a minimum of 16 hours per pay period. Student/co-workers accumulate benefits, including paid time off, while completing their nursing degree per applicable Human Resource policies.	
Student/co-workers must work their scheduled hours. Unit managers will validate the applicant's performance as a co-worker using the attached attestation form each semester.	