

BJC FULL-RIDE SCHOLARS PROGRAM User Guide

Table of Contents

PROGRAM OVERVIEW	2
Purpose.....	2
Program Manager.....	2
Eligibility.....	3
Application.....	3
Participation Expectations	3
Benefit Amount	3
Terms and Conditions.....	3
ELIGIBLE POSITIONS	4
RESOURCES	5
GOLDFARB STUDENT SUCCESS PROGRAMS	6

PROGRAM OVERVIEW

The [BJC Full-Ride Scholars \(FRS\) program](#) is provided to a limited number of incoming 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 fulfill a continuous 3-year work commitment in a full-time eligible RN position at a BJC HealthCare East Region (BJC) entity after graduating 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**. The aim is to increase the number of Goldfarb BSN enrollments and retention rate of BJC nurses.

Goldfarb incorporates innovative teaching models and a supportive culture to prepare students in a diverse, academically rigorous environment to provide exceptional care. Goldfarb, which is a part of BJC, is located on the Washington University Medical Campus in St. Louis. 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. Students have access to comprehensive academic, professional, and personal counseling services to help them succeed. Click [here](#) to apply to Goldfarb.

[BJC Health System](#) is one of the largest nonprofit health care systems in the United States and consists of [BJC HealthCare](#) in the East Region (BJC) and [Saint Luke's Health System](#) in the West Region. The BJC FRS program is provided in the East Region and 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.** BJC provides various healthcare services including inpatient, outpatient, virtual, primary, convenient, behavioral, home, community, long-term, rehabilitation, and hospice in the St. Louis region and southern Illinois through 14 hospitals and multiple community health locations. BJC has a world-class reputation of [awards and recognitions](#) including five Magnet® designated hospitals.

Program Manager

A **Nurse Retention Specialist (NRS)** is designated as program ambassador to direct program operations and serve recipients as a mentor, sponsor, and confidant until program completion. Throughout their journey, the NRS conducts routine meetings to serve as a catalyst, empowering recipients to effectively 1) share experiences 2) voice barriers, opportunities, and solutions to success, 3) engage in decision-making, 4) self-advocate, 5) develop and advance, and 5) navigate nursing to achieve professional aspirations, wellbeing, and resiliency. Recipients collaborate with the inclusive BJC FRS community and seek guidance from the NRS for holistic individualized support, program questions, and BJC resources.

Eligibility

- Be a domestic U.S. citizen or permanent U.S. resident
- Be an incoming student in the Goldfarb Accelerated or Upper Division BSN program
- Have one or more of the qualifying factors:
 - GPA of 3.25 and higher captured on admissions application,
 - Student Aid Index (SAI) on FAFSA is \$12,000 and under,
 - Met aggregate loan limit and are unable to receive federal Stafford loans, or
 - BJC employee in good standing (i.e. no disciplinary action within the past 12 months).
- 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

- Application is open approximately between 4 months to 3 weeks prior to the start of the term
- Incoming students will be notified via email when the application is open
- Apply through the Goldfarb admission application portal
- Applicants receive an email of being selected or not selected once a decision is made

Participation Expectations

The recipient must:

- Graduate from the Goldfarb BSN program according to the [student handbook](#) including graduating within the on-time degree completion.
- Complete the work commitment:
 - Pass the NCLEX within 90 days of degree conferral (i.e., date degree received),
 - Obtain and maintain state licensure,
 - Complete the application process and start 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

IMPORTANT:

- On your resume, you may disclose you are a BJC Full-Ride Scholar recipient
- 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 leader of the date you must start an RN position and date of RN license
- **Recipients are NOT eligible for:** BJC sign-on bonus and/or BJC Student-Loan Repayment

Benefit Amount

- Forgivable loan up to \$60,000, funding 100% of the Goldfarb BSN program qualifying tuition & fees on a term-by-term basis is paid directly by BJC to Goldfarb on behalf of the recipient
- Costs not funded, include but are not limited to:
 - Tuition at another institution
 - Clinical supplies and fees
 - Books
 - Course retake/repeat
 - Personal expenses such as housing
- Goldfarb tuition deposits must be paid directly to Goldfarb by the recipient, then 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 (forgivable loan amount). The forgiven loan amount is taxable income included in the recipient's paychecks after the first year of RN work, labeled as earning code "Imputed Income Forgive Loan," and equally divided over the next year. BJC will increase the recipient's amount of tax withholding on the paychecks.

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 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 RN positions: Job Titles and 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)
451175	ASST, FIRST - RN (N)
451271	NURSE, CLINICAL
451227	NURSE, CLINICAL I
451228	NURSE, CLINICAL II - A
451229	NURSE, CLINICAL III - A
451231	NURSE, CLINICAL II - B
451234	TEAM LEAD/CHARGE RN I - A (N)
451235	TEAM LEAD/CHARGE RN II - A (N)
451236	TEAM LEAD/CHARGE RN I - B (N)
451237	TEAM LEAD/CHARGE RN II - B (N)
451238	NURSE, CLIN I - HOMECARE (E)
451239	NURSE, CLIN II - HOMECARE (E)
451240	NURSE, CLIN III -HOMECARE (E)
451242	ASST, FIRST - RN, CERTIFIED
451243	NURSE, AMBULATORY - (N)
451288	NURSE, AMBULATORY - (E)
451244	NURSE, OUTPATIENT
451245	NURSE, RESOURCE - SR
451247	NURSE, SELECT FLOAT I

Job Code	Job Title
451248	NURSE, SELECT FLOAT II - A
451249	NURSE, SELECT FLOAT III - A
451251	NURSE, SELECT FLOAT II - B
451265	TEAM LEAD/CHARGE RN I - A (E)
451266	TEAM LEAD/CHARGE RN II - A (E)
451267	TEAM LEAD/CHARGE RN I - B (E)
451268	TEAM LEAD/CHARGE RN II - B (E)
451254	NURSE, CLIN I - HOMECARE (N)
451255	NURSE, CLIN II - HOMECARE (N)
451256	NURSE, CLIN III -HOMECARE (N)
451286	NURSE, CLIN III - OCC HLTH (N)
451285	NURSE, CLIN II - OCC HLTH (N)
451284	NURSE, CLIN I - OCC HLTH (N)
451282	NURSE, CLIN III - BEH HLTH (N)
451281	NURSE, CLIN II - BEH HLTH (N)
451280	NURSE, CLIN I - BEH HLTH (N)
451278	NURSE, CLIN III - OCC HLTH (E)
451277	NURSE, CLIN II - OCC HLTH (E)
451276	NURSE, CLIN I - OCC HLTH (E)
451274	NURSE, CLIN III - BEH HLTH (E)
451272	NURSE, CLIN I - BEH HLTH (E)
451273	NURSE, CLIN II - BEH HLTH (E)
461168	RN – SELECT FLEX SPECIALTY - OR

3. Consult program manager for positions that are listed as not eligible, although align with the RN Career Ladder.

Not Eligible, including but 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 Scholar Program	
Program Manager, NRS	<ul style="list-style-type: none"> Dr. Carrie Kollar, carrie.kollar@bjc.org, (314) 459-1509
Goldfarb Financial Aid	<ul style="list-style-type: none"> Goldfarb Financial Aid financialaid@barnesjewishcollege.edu or gs-qsonbusoffice@bjc.org
Nursing Education and Professional Development	
BJH Student Experiences	<ul style="list-style-type: none"> Dedicated Education Program (DEP) or Expedition: Katy.Paiva@bjc.org
Earn While You Learn	<ul style="list-style-type: none"> Earn While You Learn <i>Recipients are exempt from the work commitment</i> EWYL@bjc.org
RN Career Ladder	<ul style="list-style-type: none"> RN Career Ladder and Champions RNcareerladder@bjc.org
Nurse Builders	<ul style="list-style-type: none"> New User or Existing User coursequestions@nursebuilders.net
Life Support Certifications	<ul style="list-style-type: none"> BJC_Training_Center@bjc.org
BJC Institute for Learning and Development (BILD)	<ul style="list-style-type: none"> Academic Partnerships and Scholarships Resiliency Career Consultants and Schedule an Appointment Nursing Career Map Guiding People to Success (GPS) Career Services - resume & interviews New Employee Onboarding Tools
System Orientation	<ul style="list-style-type: none"> Student Nurse Tech & Nurse: Elizabeth.Phillips@bjc.org
Employee Benefits	
Benefits	<ul style="list-style-type: none"> Total Rewards, BJCHRhub.org or (314) 362-4482 YouDecide-Employee Discounts Enrollment Guide for health, financial and legal services Lincoln Financial or 1-800-213-1580 Childcare
Employee Relations	<ul style="list-style-type: none"> Employee Relations Advice and Counsel Advise & Council Support
Financial Aid	<ul style="list-style-type: none"> Tuition and Certification Assistance: MyHR Hub or Total Rewards Employee - Goldfarb 20% discount <i>excluding BSN for Recipients</i> Employees' Emergency Assistance Fund
NCLEX Paid Study Time	<ul style="list-style-type: none"> Graduate Nurse state board testing
Wellbeing	<ul style="list-style-type: none"> Thrive for emotional, physical, financial, & social support Employee Assistance Program (EAP) or (314) 747-7490 Community Grief Support
Employee Recognition	<ul style="list-style-type: none"> BJC Shines
Diversity and Inclusion	<ul style="list-style-type: none"> BJC Connections
Payroll	<ul style="list-style-type: none"> mytime@bjc.org for scheduling and payroll@bjc.org for paychecks
Careers	
Open Positions	<ul style="list-style-type: none"> BJC Careers Student Nurse Positions after Fundamentals/Intro to Adult Health course campusrecruit@bjc.org supports student nurses with positions & job shadowing
Graduate Nurse Positions	<ul style="list-style-type: none"> Future nurses apply to "Graduate Nurse" (pre-NCLEX) positions up to one year prior to graduation BJC Careers search "Graduate Nurse" and complete one for each hospital you prefer or if unsure complete the BJC New Graduate Nurse Application GN Expedition at BJH <i>Recipients exempt from work commitment</i>
Career Fairs & Virtual Sessions	<ul style="list-style-type: none"> BJC Event Registration campusrecruit@bjc.org

Barnes-Jewish College Goldfarb School of Nursing



As a BJC FRS recipient, 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. Our commitment to you, as a recipient, is to create support that helps 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 recipients 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 scheduled. For now, we want to ensure you are aware of the extracurricular support available *with a request for you to commit to your success by participating in the actions listed below.*

Starting Academic Term:

- Attend the BJC FRS Welcome Celebration
- Participate in a CommUNITY conversation/DEI event
- Schedule an incoming 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
- Utilize [SkillsFirst](#) for resume building