



RN-BSN TUITION ASSISTANCE PROGRAM

FAQ

DEVELOPED BY

Center for Professional Development

Overview

CoxHealth established the **RN-BSN Tuition Assistance** program to advance a **MAGNET level of excellence** in the growth and development of the nursing staff. This program is designed for acute care Registered Nurses and nurse leaders who want to earn a **Bachelor of Science in Nursing** degree.

CoxHealth will provide up to **\$12,500 in tuition assistance** for employed students who enroll in the **Cox College RN-BSN** program. For employed students who enroll in external CoxHealth approved BSN programs, up to **\$7,500 in tuition assistance** may be available. Additional assistance is available for prerequisite course completion.

Interested candidates undergo an application and selection process where eligibility is determined. If accepted, participants must continue to meet eligibility requirements and provide copies of transcripts, account statements, and other documentation that may be required. Participants are also required to sign a **Work Commitment Agreement** with CoxHealth in exchange for receipt of tuition assistance.

Who's Eligible?

All **direct-care RNs** and **nurse leaders** working in hospital locations in Springfield, Branson, Monett, and Barton County who meet the following criteria are eligible for the program:

- Previously earned a Nursing Diploma or Associates degree in nursing
- Completed at least 90 days of employment with CoxHealth (by application date)
- Earn at least a 'Meets Expectations' rating or above on all items in most recent performance review, either the annual Common Review or 90-day Competency Review. For applicants who do not meet this criterion, additional consideration and approval by departmental leadership will be required.
- Work in a qualifying position of an eligible unit or department (see eligibility list on the Advance Your Career page of the Employee Portal); remain in an eligible position throughout the academic program and work commitment period. Transfers to similarly eligible positions in qualifying units or departments is allowed.
- Work in a position requisitioned for full or part-time status (*not PRN*) of at least .5 FTE (i.e. 40 hours per pay period) or greater throughout the academic program and work commitment period
- Receive the recommendation and approval of his/her current manager to participate in the program

Frequently Asked Questions

HOW LONG IS THE PROGRAM?

It will take about **2 years** to complete the academic portion of the program. After graduating, the Work Commitment will require **up to 5,600 worked hours** (~36 months working at least 76 hours per pay period) for the maximum award of \$12,500.

HOW MUCH CAN I EXPECT TO RECEIVE?

Depending on transfer credits and prior completion of prerequisite coursework, participants may be eligible to receive **up to \$12,500 if attending Cox College**. Additional funding may be available for required prerequisite courses. For employees attending an alternate CoxHealth approved BSN program, up to \$7,500 is available. Funding is limited to actual charges assessed for tuition and fees required for the BSN degree.

WILL THE TUITION MONEY BE PAID TO ME OR MY SCHOOL?

CoxHealth will pay Cox College (or other approved school/program) **directly** for all approved charges at the start of the agreed-upon semester(s). **Approved charges are limited to tuition and other academic fees which are required by the BSN program**. Late charges, or previously billed charges, are not eligible for payment by CoxHealth.

WHAT DO I HAVE TO DO IN EXCHANGE FOR RECEIVING TUITION ASSISTANCE?

You will be expected to sign a Work Commitment Agreement which requires you to **work a specific number of hours for CoxHealth**. For each hour worked, you are earning or "paying back" **\$2.25** of the tuition funds you have received. For instance, at the end of the first year of working full-time, participants will have worked ~1,872 hours; and CoxHealth will have forgiven about \$4,212. Receipt of the full \$12,500 award will require up to **5,600 worked hours** (~36 months when working at least 76 hours per pay period).

Participants who do not fulfill the terms of their Work Commitment Agreement will immediately owe CoxHealth the balance not yet earned or forgiven. Changing positions or departments, dropping below a .5 FTE, or going PRN may violate the terms of the agreement and move participant into immediate repayment through the CoxHealth Accounting Department.

Frequently Asked Questions

WILL I STILL WORK IN MY CURRENT POSITION?

RN-BSN participants must work in the **position agreed upon in the Work Commitment Agreement** and continue working in an **eligible status** in that role until all required worked hours and costs are paid back.

WILL WORKING MORE OR LESS HOURS CHANGE HOW LONG I AM REQUIRED TO WORK FOR COXHEALTH?

Yes! Overtime hours worked will count toward your Work Commitment Agreement and help shorten the length of service required. However, ETO, Family Medical Leave, and Leave of Absence time will NOT count toward fulfillment of the Work Commitment Agreement. Further, working less than 80 hours per pay period will extend the length of the agreement and may lead to a large lump sum balance being due. Lastly, PRN status is NOT an eligible status while in the RN-BSN program or during the work commitment period. Working PRN will result in immediate repayment of balance due.

HOW CAN I AFFORD MY BSN DEGREE?

CoxHealth values our nurses! Therefore, we partner with you to make your BSN dream an achievable reality.

- Employed RNs receive a 20% tuition discount on the BSN tuition at Cox College
- **CoxHealth then pays ALL of your course-related tuition and fees through our Tuition Assistance program** while you are in school – no Loan Forgiveness needed later!
- Choose the “bridge” option and complete MSN courses for dual credit as part of your BSN program

HOW CAN I MANAGE WORK AND SCHOOL?

Cox College and our nursing teams work together to make your experiences **as flexible as possible**.

- You start the program when you are ready – no admission deadlines
- Complete your BSN program almost entirely online
- Complete required leader shadowing experiences at your regular home campus
- Complete nursing courses in eight-week blocks (either part-time or full-time) based on your unique, changing needs (*Degree requirements must be met within five (5) years of matriculation*)

Estimated Tuition Assistance

Based on Cox College RN to BSN Two Year Plan

BSN YR 1 (FALL)

| <u>Course #</u> | <u>Course Name</u> | <u>Credit Hrs</u> | <u>Tuition & Fees w/20% Employee Discount</u> |
|-----------------|---|-------------------|---|
| NRNC 300 | Informatics | 2 | \$672 |
| NRNC 312 | Health Assessment | 2 | \$672 |
| NRNC 390 | Nursing Elective | 3 | \$1,008 |
| | Student Svcs Fee | | \$455 |
| | Tech Fee | | \$160 |
| | SEMESTER COST/TUITION ASSISTANCE | | \$2,967 |

BSN YR 1 (SPRING)

| | | | |
|----------|---|---|----------------|
| NRNC 400 | Theories and Research in Nursing | 3 | \$1,008 |
| NRNC 402 | Management & Research in Nursing | 4 | \$1,344 |
| NRNC 404 | Community and Public Health | 3 | \$1,008 |
| | Student Svcs Fee | | \$650 |
| | Tech Fee | | \$160 |
| | SEMESTER COST/TUITION ASSISTANCE | | \$4,170 |

BSN YR 2 (FALL)

| | | | |
|----------|---|---|----------------|
| NRSI 390 | Nursing Elective | 3 | \$1,008 |
| NRNC 406 | Trend, Issues & Ethics | 3 | \$1,008 |
| | Student Svcs Fee | | \$390 |
| | Tech Fee | | \$160 |
| | SEMESTER COST/TUITION ASSISTANCE | | \$2,566 |

BSN YR 2 (SPRING)

| | | | |
|----------|---|---|----------------|
| NRSI 390 | Nursing Elective | 3 | \$1,008 |
| NRNC 412 | Professional Role Transition | 3 | \$1,008 |
| | Student Svcs Fee | | \$390 |
| | Tech Fee | | \$160 |
| | SEMESTER COST/TUITION ASSISTANCE | | \$2,566 |

**ESTIMATED TUITION ASSISTANCE AVAILABLE
FOR CORE COURSE TUITION & FEES**

\$12,269

IMPORTANT NOTE: This information is provided for illustrative purposes only. Tuition and fees are subject to change and individual academic plans will vary based on pre-requisite completion, full/part-time degree options, and other factors. Additional Tuition Assistance funding may be available for these costs up to a maximum award of \$17,200.

Frequently Asked Questions

WHAT SCHOOLS HAVE BEEN APPROVED BY COXHEALTH FOR THIS PROGRAM?

Cox College is the preferred school for this program. However, there are a variety of **other accredited seated and online programs** that have also been approved at a lower funding level. Eligible programs are listed in the section to right. →

DO I HAVE TO MAKE A CERTAIN GRADE TO REMAIN ELIGIBLE?

Yes; to remain eligible for the Tuition Assistance Program, employed students must earn **C grade or better** (or passing equivalent) for all hours attempted. All participants must submit a copy of their grades to CoxHealth **within 30 days** of the end of the semester.

MAXIMUM TIME TO COMPLETE PROGRAM?

Most RN to BSN degree programs take about two (2) years to complete. Employed students participating in this RN to BSN Tuition Assistance Program have **up to five (5) years** from the date of matriculation to complete their degree. Participants must continue to meet all eligibility requirements and complete a subsequent Work Commitment Agreement post-degree.

Eligible BSN Programs

Preferred:

Cox College

Seated:

Missouri Southern State University

Truman State University

Online:

Lincoln University

Missouri State University

Southeast Missouri State University

University of Central Missouri

University of Missouri

University of Missouri - Kansas City

University of Missouri - St. Louis

Western Governors University

Frequently Asked Questions

WILL I BE TAXED ON THE MONEY I RECEIVE THROUGH THE RN-BSN PROGRAM?

Starting 9/1/2021, the first \$5,250 of educational incentives you receive from Cox Health will NOT be subject to income taxes! **NO TAX** means more money for your education. The two (2) year Cox College program shown in this brochure has been structured so that your billing and payments stay below this threshold. Taking courses in a different sequence or taking more credit hours may result in taxation of any amounts over the \$5,250 threshold. Participants will receive an individual plan outlining billing and payments by calendar year.

WILL I STILL QUALIFY FOR FINANCIAL AID?

Yes, but you may not need Financial Aid since CoxHealth will be paying your tuition and fees in full (based on this two (2) year plan). This means you will not have an overwhelming amount of student loan debt when you graduate.

I'M ALREADY IN THE BSN PROGRAM AT COX COLLEGE (OR SOMEWHERE ELSE); CAN I STILL PARTICIPATE?

We sure hope so! Let's find out! Let us know you are interested by completing the application here: <https://survey.alchemer.com/s3/6456908/rn-bsn-tuition-assistance>. We will work with your school to see if we can pay for your tuition. For the Fall 2021 semester, payments may be a reimbursement to you of eligible tuition and fees.

WILL I STILL BE ABLE TO APPLY FOR THE COXHEALTH \$1,200 TUITION REIMBURSEMENT ON TOP OF THIS TUITION ASSISTANCE PROGRAM?

No; this program will cover your required tuition and fees through CoxHealth.

WILL I STILL BE ELIGIBLE FOR LOAN FORGIVENESS FOR MY ASN DEGREE?

Yes, you can still receive up to \$10,000 in Student Loan Forgiveness/Repayment for previous degrees. However, no Student Loan Forgiveness/Repayment would be needed for BSN program participants since CoxHealth will be covering your tuition and fees as you go through school.

Frequently Asked Questions

HOW DO I APPLY TO THE PROGRAM?

The **online application** is the primary way to apply for the RN-BSN Tuition Assistance Program. It is available on the Employee Portal under the Advance Your Career tab here:

Employee Portal > For Your Career > Advance Your Career > RN-BSN Tuition Assistance Program Application

Direct Link: <https://survey.alchemer.com/s3/6456908/rn-bsn-tuition-assistance>

WHEN IS THE APPLICATION DUE?

The application windows for the RN to BSN Tuition Assistance Program are:

- **Fall Semester:** June 1-July 30
- **Spring Semester:** November 1-December 30
- **Summer Semester:** March 1-April 30

WHAT HAPPENS IF I'M DISPLACED DUE TO COVID?

With COVID being such a **dynamic** situation, it is hard to predict what things look like day-to-day, week-to-week. CoxHealth remains **committed** to making sure our displaced and low census employees have opportunities to continue working and accruing hours.

CONTACT FOR MORE INFORMATION

For Contract Related Questions: HR-Tuition@coxhealth.com

