

The IU Health Way

The graphic is divided into three main vertical sections: VISION, VALUES, and PROMISE. The VISION section is a yellow box with a grey map of Indiana and text. The VALUES section is a central area with four colored boxes (blue, brown, green, orange) and the IU Health logo. The PROMISE section is a yellow box with large red text.

VISION
We will lead the transformation of healthcare through quality, innovation and education, and make **Indiana one of the nation's healthiest states.**

VALUES
Excellence
We do our best at all times and in new ways
Team
We count on and care for each other
HEALTH
Purpose
We work to do good in the lives of all others
Compassion
We treat all people with respect, empathy and kindness

PROMISE
The **Best care, Designed for you**

Indiana University Health Nurse Scholar Program Guide

2024-2025



Indiana University Health



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Introduction

The Indiana University Health (IU Health) Nurse Scholar Program, administered by IU Health, extends its support to students of the Indiana University School of Nursing across including IUPUI, IU Bloomington, IU Fort Wayne, and IU Columbus campuses. The central objective of the Nurse Scholar Program is to provide financial assistance to nursing students in return for a one to two-year commitment to work at any IU Health practice site, on a full-time or part-time basis.

Why a Scholar Program?

In response to the growing nursing shortage, the IU Health Nurse Scholar Program aims to increase the supply of registered nurses to improve access to quality care and meet our vision to make Indiana one of the nation's healthiest states.

The Benefits of Participating.

Participating in the IU Health Nurse Scholar Program offers a range of advantages to students:

- **Service:** By fulfilling your work commitment, you contribute to improving access to healthcare services in the communities we serve.
- **Financial Support:** The program provides comprehensive financial assistance for tuition and fees, ATI fees, nursing-specific items, and books.
- **Interpersonal Skill Development:** Mandatory quarterly in-person workshops are designed to foster critical skills essential for a smooth transition into nursing practice.
- **Shadow Experiences:** Participants will have the opportunity to engage in one-hour shadow experiences in clinical areas of interest, offering valuable insights for career paths.
- **Mentorship:** An option for mentorship is available, allowing participants to establish a supportive relationship with an experienced IU Health Nurse to nurture their professional growth and development.



Award Information

The IU Health Nurse Scholar Program provides financial support for various educational costs, with certain limitations and exclusions:

- **Tuition and Eligible Required Fees:** The program covers tuition and eligible required fees, including ATI fees, nursing-specific items, and books.
- **Repeated Coursework:** The student will cover any funds exceeding the award amount.
- **Transfers to Other Academic Institutions:** As this program is specifically in partnership with the IU School of Nursing campuses identified above (IUPUI, IU Fort Wayne, IU Bloomington, IU Columbus), it does not cover transfers to other IU School of nursing campuses or educational institutions.
- **Tax Liability:** It's important to be aware that award funds are subject to taxation due to the work commitment associated with the program.

Eligibility Requirements and Award Process

Eligibility

To be eligible for the IU Health Nurse Scholar Program, all applicants must meet the following criteria:

1. **Legal Authorization to Work:** Applicants must be legally authorized to work in the United States.
2. **Enrollment in IU School of Nursing:** Applicants must be enrolled in the IU School of Nursing at one of the following campuses: IUPUI, IU Bloomington, IU Fort Wayne, or IU Columbus. They should be pursuing a Baccalaureate Degree Program as a junior or senior or be enrolled in the accelerated track.
3. **Submission of a Complete Application:** Applicants are required to submit a complete application. Detailed information on the application process, including the necessary steps and documents, can be found in the [Application section](#).



Program Requirements While in School

While enrolled in the IU Health Nurse Scholar Program and pursuing their nursing education, participants must adhere to certain requirements:

1. **Maintain a Cumulative GPA of C or Better:** Participants must maintain a cumulative GPA of C or better to remain in good standing within the program.
2. **Notify IU Health Nurse Scholar Program Facilitator of Changes in Enrollment Status:** Participants are required to inform the IU Health Nurse Scholar Program facilitator of any changes in their enrollment status, including:
 - A change in the graduation date.
 - Approval of a leave of absence by the school.*
 - Withdrawal or dismissal from school.
 - Placement on academic probation.
 - Voluntary withdrawal from courses during an academic term.
 - Transfer to another school.**

*When a leave of absence is anticipated, participants should notify the IU Health Nurse Scholar Program facilitator via email and submit a letter from the school confirming the approval of the leave of absence, along with the start and end dates for the period of absence.

It's essential to note that the IU Health Nurse Scholar Program is exclusively offered in partnership with the specified IU School of Nursing programs (IUPUI, IU Bloomington, IU Fort Wayne, and IU Columbus). Funds provided through the program **are not transferable to other IU School of nursing campuses or educational institutions. Students who transfer to another campus or school will be required to reimburse the disbursed funds.

These eligibility requirements and program expectations are put in place to ensure that participants maintain their commitment to nursing education and fulfill the program's goals effectively. Adhering to these requirements helps facilitate a smooth and successful educational journey within the IU Health Nurse Scholar Program.



IU Health Benefits Offered While in the Program Before Work Commitment Begins

The IU Health Nurse Scholar Program offers several valuable benefits to participants before their work commitment begins. These benefits are designed to enhance their personal and professional growth and prepare them for successful nursing careers within the IU Health system. Here are the key benefits:

1. Professional Development Opportunities:

- a. **Interpersonal Skills Development Workshops:** Participants have access to workshops focused on enhancing essential interpersonal skills. These workshops help improve communication, teamwork, and patient interaction skills, which are crucial in nursing practice.
- b. **Optional Mentorship:** Participants have the option to engage in mentorship with experienced IU Health nurses. This mentorship provides valuable guidance, support, and insights as participants navigate their nursing education and career development.

2. Optional Shadow Experiences:

- Participants are given the opportunity to engage in shadow experiences within specialty nursing areas of interest. These shadowing experiences offer firsthand exposure to various nursing specialties, allowing participants to explore potential career paths within the IU Health nursing enterprise.

Program Time Commitment

Benefits	Commitment	In-person/Virtual	Time commitment
Interpersonal skills development	Required	In-Person at IU Health Fairbanks Hall	3 hour/semester
Mentorship	Optional	Both	As needed; recommend at least 30 mins/month
Shadow experiences	Optional	In-person	1 hour/semester
Total time commitment			4+/semester

These program commitments are intended to provide participants with a well-rounded and supportive learning experience that complements their nursing education and sets them on a path to success within the IU Health system



Work Commitment Requirement Process

The work commitment requirement process for participants in the IU Health Nurse Scholar Program are as follows:

After Graduation:

1. **NCLEX Exam:** Within sixty (60) days of graduation from school, participants must take the NCLEX exam. If they do not pass the NCLEX exam on their first attempt, they are required to retake the exam within forty-five (45) to sixty (60) days from the initial failure. If they are not successful in the second attempt, the student will be obligated to repay IU Health the total awarded amount paid to them.
2. **Apply for RN Position:** Participants are required to apply for an open full-time or part-time RN position at any IU Health practice site.
 - Full-time is defined as a minimum of 36 hours per week.
 - Part-time is defined as a minimum of 24 hours per week and up to a maximum of 35.6 hours per week.
3. **Verify Employment:** Employment verification is essential during the service obligation/work commitment period. IU Health Nurse Scholar Program participants will have their initial employment verified by an IU Health Nurse Scholar Program facilitator before their first day of service. Subsequently, verification will occur every six (6) months until their service obligation has been fulfilled. The facilitator confirms the initial employment terms and the site where each participant will work.

Default Conditions:

Participants will be considered to be in default of their work commitment for the following reasons:

1. **Failure to Obtain RN License:** If a participant fails to obtain a registered nurse (RN) license.
2. **Failure to Accept IU Health Employment Offer:** If a participant does not accept an offer of employment from an IU Health practice site.

In the event of default, the participant may be required to repay IU Health the total amount awarded to them as part of the program.



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Application and Award Process

IU Health Nurse Scholar Program application opens on the following dates for different semesters:

October 6th, 2023, for the Spring 2024 semester.

February 2nd, 2024, for the Summer 2024 semester (**only for accelerated track students**).

May 3rd, 2024, for the Fall 2024 semester

Application Deadlines

Applicants should be aware that the application deadlines are typically set to be approximately 3 weeks after the application opens for each respective semester. It's crucial for all applicants to submit their online applications and all required supporting documents by the specific deadline stated on the Center for Nursing Excellence Website for the semester they are interested in. Meeting these deadlines is essential to be considered for the program.

Completing an Application

The IU Health Nurse Scholar Program application process consists of two components: an online application and required supporting documentation.

It's crucial that the information provided in the online application matches the information in the supporting documentation. Incomplete application packages as of the application deadline will not be considered, and the program coordinators will not contact applicants regarding missing information.

No changes or updates to the application will be accepted after the application deadline.

Applicants will receive a confirmation message indicating that their application has been successfully submitted.



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1. [Online Application](#)

Applicants must complete each of the sections below in their online application submissions:

- a. **Eligibility screening.** Applicants must ensure they meet the [eligibility requirements](#) as outlined in the program guidelines
- b. **Status confirmation.** Applicants must indicate their status as a junior, senior, or in an accelerated track (A1, A2, A3, A4)
- c. **IU school of nursing student number.** This number is used to validate enrollment status
- d. **General information.** Applicants provide their personal details, including name, mailing address, email address, and other contact information.
- e. **IU Health team member.** Applicants indicate whether they are current IU Health employees.
- f. **Self-certification.** Applicants are required to certify that the information they have provided in the online application is accurate, truthful, and complete.

2. Required Supporting Documentations

In addition to the online application, applicants must submit the following supporting documents:

- a. **Resume/Curriculum Vitae (CV):** This document should summarize the applicant's educational qualifications, work experience, and volunteer/community service.
- b. **Academic Transcripts:** Applicants must provide either an official or unofficial transcript that is legible and includes the applicant's school name, courses taken, grades received for each course, and cumulative GPA.
- c. **Values Question:** Applicants are required to provide a typed response of no more than 500 words to the question, "Describe how your personal values align with IU Health's values."



Selection Factors

The IU Health Nurse Scholar Program utilizes a values-based approach with specific selection factors to determine the awardees. These factors are used to assess applicants and identify those who align with IU Health's values, mission, and vision. Here are the key selection factors considered when determining awardees:

- **Academic Performance:**

This factor evaluates the academic achievements of applicants, including their GPA, coursework, and academic accolades. A strong academic track record demonstrates a commitment to education and the potential to excel in nursing studies.

- **Response to a values questions:**

Applicants are typically asked to respond to a question that explores the alignment of their personal values with those of IU Health. This response allows the selection committee to gauge an applicant's commitment to IU Health's values – purpose, team, excellence, and compassion. It serves as a way to assess an applicant's dedication to upholding these values in their nursing practice.

- **Resume/Curriculum Vitae:**

The resume or curriculum vitae (CV) provides a comprehensive overview of an applicant's qualifications, experiences, and achievements. The selection committee reviews this document to gain insights into an applicant's background, such as prior healthcare experience, volunteer work, and relevant skills. A strong resume/CV demonstrates an applicant's commitment to the healthcare field and their potential to contribute positively to the nursing profession.

These selection factors are meticulously evaluated to identify individuals who not only possess strong academic aptitude but also exhibit a genuine commitment to IU Health's values. By employing a values-based approach and considering academic performance, alignment with organizational values, and relevant experiences, the program aims to select individuals who are well-prepared to thrive in the field of nursing and align with the vision of IU Health.



Notification of Decision

- **Decision Timeline:**
 - Applicants can expect to be notified of the program's decision by email.
 - Notifications will be sent no more than 4 weeks after the application deadline closes.

- **Acceptance of Award:**
 - If an applicant is selected as an awardee, they will receive an email notifying them of their selection.
 - Awardees have the option to accept or decline the award.

- **Declining the Award:**
 - Awardees who choose to decline the award must do so by emailing their intent to opt out of the Scholar Program.
 - The decision to decline the award is final.

- **Reapplication:**
 - Awardees who decline an award have the opportunity to apply again in the next application cycle if they choose to do so.

It's important for applicants to check their email regularly, especially within the 4-week period following the application deadline, to ensure they receive timely notifications regarding their application status. Additionally, individuals who are awarded the scholarship should carefully consider their decision and communicate their choice promptly, as the program may have a limited number of available slots, and declining an award may open up opportunities for other applicants.



IU Health Nurse Scholar Recipient Onboarding Process

The IU Health Nurse Scholar Program has a specific onboarding process for award recipients. Here are the key details and what it means for recipients:

1. Employment Role with IU Health:

- In order to disburse funds directly to award recipients, awardees will be hired into an employment role with IU Health.
- This role is categorized as PRN (Pro Re Nata), which means it is on an as-needed basis. This will **NOT** require clinical work.

2. Attendance for Quarterly Interpersonal Skills Workshops:

- Your PRN role as an award recipient within IU Health will only involve attending quarterly interpersonal skills workshops. These workshops are designed to help you develop essential interpersonal skills that are valuable in your nursing career. ([see benefits section](#))

3. Payment for Workshop Attendance:

- When you participate in these workshops, you will be paid a flat rate of \$16 per hour. This payment is separate from the funds you will receive as part of your award each semester.

4. Job Application for the Program:

- You will need to apply to the specific PRN job posting related to the Nurse Scholar Program. The link to the job posting will be provided in your acceptance email.

5. Not Part of Work Commitment:

- It's important to note that this PRN role is distinct from your work commitment to IU Health as an RN. Your work commitment as an RN will begin after you graduate, pass the NCLEX, and secure an RN position with IU Health. The PRN role is specifically associated with your professional development and will **NOT** count toward your work commitment.

6. Signing the Nurse Scholars Program Agreement:

- You will be required to sign the Nurse Scholars program agreement as part of the onboarding process. This agreement outlines the terms and conditions of your participation in the program.



7. **Opting Out:**

- If you decide not to participate in the Nurse Scholar Program, you can choose to opt out. To do so, simply do not sign the agreement and email your intent to opt out to the provided email address.

This onboarding process is designed to ensure that award recipients understand their roles, responsibilities, and compensation structure within the Nurse Scholar Program. It also clarifies the distinction between the PRN role and the eventual RN position that fulfills the work commitment.

Onboarding Steps

The onboarding process for IU Health Nurse Scholar recipients involves several important steps and tasks. Here's a breakdown of the onboarding tasks:

1. **Review the IU Health Nursing Scholar Program Agreement:**

- Carefully read and review the IU Health Nursing Scholar Program Agreement to understand the terms and conditions of your participation in the program.

2. **Complete and Sign the Agreement:**

- Fill in the date (on page 1), your name (on page 1), and provide your signature on pages 7 and 10 of the agreement to indicate your acceptance of the terms.

3. **Email the Signed Agreement:**

- **Send all pages** of the signed agreement via email to the provided email address:
thecenterfornursingexcellence@iuhealth.org.

4. **Apply for the Position:**

- Click in the hyperlink to apply for the job posting: IU Health Nurse Scholar – Only IU Health Nurse Scholar Recipients apply! This is the job posting associated with your role as an IU Health Nurse Scholar recipient.

5. **Offer Letter:**

- After your application is processed, you will receive an offer letter from IU Health. **Do not accept it**, it will be accepted on your behalf to expediate the process.

6. **Receive Pre-Employment Instructions:**



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- You will receive instructions and steps for pre-employment from an IU Health Onboarding Consultant. This may include tasks such as a health assessment, scheduling an appointment with Employee Health Services (EOHS), completing Form I-9, and authorizing a background check.
- 7. Complete Pre-Employment Steps:**
 - Follow the instructions provided to complete the pre-employment steps, which may include health assessments, background checks, and other necessary paperwork.
 - 8. Attend Appointment with Employee Health (EOHS):**
 - Attend your scheduled appointment with Employee Health Services (EOHS) as part of the pre-employment process.
 - 9. Attend the IU Health Nurse Scholar Kick-Off Meeting:**
 - Attend the IU Health Nurse Scholar Kick-Off meeting, where you will receive additional information and orientation related to your role and responsibilities as a Nurse Scholar.

These steps are crucial to ensure a smooth onboarding process as an IU Health Nurse Scholar recipient. Make sure to follow the instructions provided at each stage to successfully complete your onboarding and prepare for your role in the program.

IU Health Nurse Scholar Program Contact Information

For questions about the program, please email thecenterfornursingexcellence@iuhealth.org



Frequently Asked Questions

- 1. What if I am already employed at IU Health?** Current IU Health employees can apply for the IU Health Nurse Scholar Program if they meet the [eligibility requirements](#).
- 2. How does this affect tuition reimbursement for current IU Health employees?** Current IU Health employees will no longer be eligible for tuition reimbursement once accepted into the IU Health Scholar Program.
- 3. I am currently an IU Health employee and would like to work on my unit or in my facility when I graduate. Will I be required to move to another unit or facility even if I am offered a position where I currently work?** No, IU Health will honor RN positions offered by your current unit or facility.
- 4. Can I pick which unit or facility I would like to work at?** Yes, you will have the flexibility to search and apply for any RN position at IU Health.
- 5. Does an award recipient have to file a tax return with the IRS?** It is recommended that award recipients consult with a professional tax advisor, visit the IRS website, or contact the IRS Tax Help Line at (800) 829-1040 to determine whether they need to file a tax return.
- 6. What if an award recipient changes their mind about going into nursing after they have accepted the award?** Individuals who accept the scholarship but later change their mind about nursing before completing nursing school or the service commitment will be required to pay back all monies paid directly to them.
- 7. How many hours must an IU Health Nurse Scholar participant work during the service obligation/work commitment to be considered full-time or part-time?** Full-time is defined as a minimum of 36 hours per week, while part-time is defined as a minimum of 24 hours per week and up to a maximum of 35.6 hours per week.
- 8. How do I check the status of my IU Health Nurse Scholar Application?** Applicants will receive a receipt of submission notice once the application has been successfully submitted online.