

**Roper St. Francis Healthcare (RSFH)  
General Nursing Scholarship Funding Initiative  
Criteria and Guidelines**

**Purpose**

The purpose of the RSFH General Nursing Scholarship initiative is to financially support continued education and development of high performing, exemplary staff nurses and students to meet a specific strategic need (i.e. hard to fill nursing positions or educational goals) for the RSFH system.

**Eligibility**

RSFH nurses applying for RSFH General Nursing Scholarships must:

- 1) Demonstrate prior or current success of a 3.0 average from an accredited school or college. [school transcript]
- 2) Be enrolled in an academic program that will meet the intent of the healthcare system's strategic initiative. [letter of acceptance]
- 3) For RSFH employees [letters of recommendation]:
  - a. Be a high performing employee and reflected in annual performance evaluations and participation in organizational activities
  - b. Two letters of recommendation/endorsement from RSFH nursing. For current employees, one reference must be an endorsement from direct supervisor, current manager or nursing senior leader.
  - c. Current employees (RNs) who are pursuing an advanced degree other than nursing (MBA/MHA) need to be pursuing or be employed currently in a management position within RSFH.
- 4) For external students (non-RSFH employees) in addition to #3:
  - a. Demonstrate exemplary student evaluations (grades or clinical performance)
  - b. Must be enrolled in BSN/MSN or DNP/PhD program
  - c. Two letters of recommendation/endorsement from faculty, instructor, or Dean.
- 5) Applicants seeking advanced nursing degrees in specialties that positions are not currently offered or anticipated in the near future, may not be eligible for scholarship consideration. (This may include master's in Business, Nurse Practitioner or PhD programs).

**Candidate Funding Priority:**

Preference for funding is determined by availability of funds and strategic goals of RSFH Nursing. Priority initiatives listed below:

- a. RSFH ADN to BSN
- b. RSFH ADN/BSN to MSN or DNP or PhD program
- c. RSFH PCT/LPN to BSN
- d. RSFH PCT/LPN to ADN with clear commitment to achieving BSN
- e. Non RSFH employees, external student applicants, must be enrolled, at minimum, in a BSN program.

**Application deadlines and timeline:**

Applications will be accepted all year however reviews will occur on a semi-annual basis. Applications will be reviewed October and March. Interviews (if requested) will be completed November and April. Awards will be distributed December and May.

**Application Process**

Interested students/candidate must complete the scholarship application (see eligibility for details that includes:

- 1) Official School transcript:
  - a. Grades from previous school acceptable, if within 5 years of application.
  - b. If grades more than 5 years old, candidate may still apply, however, award may be held until after 1st successful semester (successful is grade average greater than 3.0) that includes nursing courses.
  - c. If grades from previous school are less than 3.0, candidate may still apply for scholarship after two semesters of that demonstrates successful 3.0 grade point average that includes nursing courses.
- 2) Letter of acceptance into nursing program
- 3) Two sealed letters of recommendation (see eligibility for guidelines)
- 4) Candidate paragraph: A clear, concise and cogent paragraph/s describing:
  - a. Candidate/student professional goals
  - b. How will advancing nursing education meet professional goals
  - c. How candidate intends to translate or engage goals into RSFH nursing culture.
- 5) Completed application/demographic form

Submit completed application to:

Clinical Technician  
Professional Development Department  
316 Calhoun Street  
Charleston, SC, 29401

Once application is confirmed as complete, students *may be scheduled* for interview with RSFH nursing leaders.

Students will be notified in writing if selected to receive a RSFH Scholarship.

**Award**

The number of new awards will be determined annually based on available funding from RSFH Foundation and other identified sources that support RSFH nursing scholarships.

Award amount is dependent on availability of funds and NEVER guaranteed.

Awards will be paid on a semi-annual basis: December and May.

Awards are for a maximum of 2 years. One half [1/2] of the awarded amount is expensed in year 1, the second half [1/2] in year 2. Payment will be made directly to the student.

When award funds are limited, scholars funded in the prior year will have priority for payment. The previous year's commitments will be honored prior to establishing new scholarships.

Allocation amounts will be dependent upon the available funding and the number of requests for funding.

New scholarships will be awarded annually based on available funding for the requested academic years

Scholarship monies for tuition and fees may be awarded **up to \$15,000**. Scholarships exceeding \$10,000 are only granted for specific advanced nursing positions that are difficult to fill and match the strategic initiatives for RSFH. Determination of strategically required advanced nursing positions are defined by the senior nursing leaders of RSFH. **All** scholarship awards are dependent upon the number of scholarship applications and funds available.

**Maintaining Eligibility and Award:**

Students must maintain a 3.0 average to continue scholarship funding. Students not maintaining a 3.0 average, will not receive further payments until the 3.0 GPA is achieved.

IT IS UNDERSTOOD THAT EMPLOYMENT AT ROPER-ST. FRANCIS HEALTHCARE IS AT-WILL AND NOTHING ABOUT THIS PROGRAM CREATES A CONTRACT OF EMPLOYMENT.

Non-employees: Completion of the academic study does not guarantee employment. Employment opportunities must be sought through the current Human Resources application process.

**Student Responsibilities**

Students who withdraw from school of study or have less than a 3.0 average must submit a letter stating their intent to continue with or terminate the Scholarship within 30 days. In the event the student terminates the Scholarship, the default process will be implemented.

For payment of second half of award: It is mandatory that the student awarded will provide a copy of official transcripts (grades) after each completed semester, within one month. If grades are NOT submitted within this time frame, the student may not receive his/her second installment. It is the **student's responsibility** to submit grades. Administrator of this scholarship fund WILL NOT seek out students.

**Repayment/Default:**

RSFH employee students: To avoid default, the employee is expected to provide one year of full-time, continuous employment at Roper Saint Francis Healthcare for each year of educational funding. The commitment begins at time that "acceptance agreement" is dated. This commitment does not alter the employee's at-will status.

Non-RSFH employee students: To avoid default, the student is expected to apply for employment opportunity at RSFH. If successful, one year of full-time, continuous employment at Roper Saint Francis Healthcare is expected for each year of educational funding. This commitment will not alter the employee's at-will status.

All students: In the event of default, the student is expected to repay the scholarship awarded in full or establish a payment plan within 30-days of default.

Students who fail a course are expected to repay award or retake the course at their own expense.

**Roper Saint Francis Foundation  
General Nursing Scholars Program  
Demographic & Application Guidelines Form**

Date: \_\_\_\_\_

Student Name: \_\_\_\_\_

Address: \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ zipcode \_\_\_\_\_

E-Mail: \_\_\_\_\_

Phone Number(s): \_\_\_\_\_

Employee number: \_\_\_\_\_ Date of Hire \_\_\_\_\_

- Full time [ $\geq 64$  hrs per pay period]  Part time [ $\geq 40$  &  $< 64$  hrs per pay period]
- Per diem

- RSFH nursing unit currently employed: \_\_\_\_\_
- Not RSFH employee

Expected Date of Graduation:

- 1) Month/Year: \_\_\_\_\_
- 2) Degree:  ADN  BSN  MSN/MBA/MHA  DNP/PhD
- 3) Degree specialty (if applicable): \_\_\_\_\_

Nurses are selected by submitting COMPLETED applications and are potentially interviewed by a Nursing Leadership representative/s and/or designated nursing leader/s.

Application checklist: See eligibility for specific details

- 1)  Official School transcript
- 2)  Copy of letter of acceptance into nursing program
- 3)  Letters of recommendation (see eligibility for guidelines)
- 4)  Completed application/demographic form
- 5)  Candidate Paragraph

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**For Office Use:**

Amount Awarded: \_\_\_\_\_ Time Period of Award: \_\_\_\_\_



**SAMPLE ONLY!!!!**

**INFORMATION ONLY**

**Acceptance agreement letter will be sent to candidate IF awarded**

**Roper Saint Francis Foundation  
General Nursing Scholars Program  
Acceptance Agreement**

I, \_\_\_\_\_, have accepted a nursing scholarship from Roper St. Francis Healthcare in the amount of \$\_\_\_\_\_. I understand that I must maintain at least a 3.0 average in the nursing program in which I am currently enrolled. I understand it is my responsibility to submit grades in a timely fashion to receive installment payments. I agree to comply with scholarship award requirements including: maintaining eligibility, student responsibilities and understand the repayment/default criteria.

Student Signature: \_\_\_\_\_ Date: \_\_\_\_\_