



UHS HOSPITALS

RN EDUCATION INCENTIVE PROGRAM

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UHS HOSPITALS

RN EDUCATION INCENTIVE PROGRAM (EIP) – Application Form

Application Form

APPLICATION PROCEDURE

Please submit the following application materials to UHS Hospitals, Talent Acquisition, 33 Lewis Road, Binghamton, NY 13905. Applicants must submit all required materials in the same package. Incomplete applications (those missing any of the materials listed below) will not be considered.

- ☐ Completed EIP Application Form.
- ☐ Resume.
- ☐ Two (2) letters of recommendation. Letters should be from non-family members directly familiar with your academic, employment, or clinical performance (ie., teacher, school administrator, supervisor).
- ☐ Official transcripts of high school and all post high school education.
- ☐ Copy of letter of acceptance into an accredited nursing program.

PERSONAL INFORMATION

NAME: _____
Last First M.I.

SOCIAL SECURITY # _____ E-MAIL: _____

HOME ADDRESS: _____ MAILING ADDRESS: _____

HOME PHONE: () _____ CELL PHONE: () _____

ARE YOU OR HAVE YOU EVER BEEN A UHS EMPLOYEE OR VOLUNTEER? _____

If yes, indicate: Dates: _____

Position: _____ FT or PT: _____

Department/Unit: _____

ACADEMIC INTENTIONS

Are you currently accepted for admission in an accredited (CCNE or ACEN) nursing program? NOTE: you must be accepted into an accredited nursing program. Candidates taking pre-requisite courses or who are on a waiting list will not be considered for the EIP.

Yes ☐ No ☐ If yes, what year and semester enrolled _____ Anticipated Date of Graduation: _____

If yes, indicate ASN BSN _____
(please circle program) Academic Program College/University

Note: Applications will not be considered until acceptance into an accredited nursing program is achieved.

CAREER GOALS

Indicate your immediate and long term career goals.

ACADEMIC HISTORY

ACADEMIC RECORD*:

Include high school(s) attended and any post high school education.

<u>School</u>	<u>Address</u>	<u>Graduation (Y or N) & Degree</u>	<u>Grade Point Average</u>

HONORS AND AWARDS*:

List and describe special honors, awards, or recognition received in high school or post high school education.

EXTRACURRICULAR / LEADERSHIP ACTIVITIES*:

Describe briefly any extracurricular activities such as clubs, sports, work experience, or community activities highlighting examples of leadership.

* Attach extra sheet if necessary

I hereby certify that the above information and all documentation submitted are accurate to the best of my knowledge. I further certify that my social security account number is included in this Application with my consent, and I understand and agree that UHS will provide my social security account number to the school, college, or university providing the educational program for which I am applying.

Signature _____ Date _____

Signature of Parent/Guardian (if under 18) _____ Date _____



UHS Hospitals RN Education Incentive Program

I. Goals

- A. To provide a pool of qualified, well-trained applicants for nursing positions.
- B. Encourage interested UHS Hospitals (UHS) employees and other eligible candidates to pursue education leading to a degree in nursing.
- C. Employ or retain as employees of UHS Hospitals (Wilson Medical Center and Binghamton General Hospital) individuals who have successfully participated in the RN Education Incentive Program (hereafter "Program").

II. Method

- A. Each year a specified number of candidates will be sponsored by UHS to complete either an Associate or Baccalaureate degree in professional nursing with agreement for employment at UHS according to the provisions listed below. Candidates will be screened and selected by a committee consisting of Human Resources and Nursing Management.

III. Eligibility Requirements

- A. Candidates must either be accepted for admission (pre-requisites are completed) or be currently enrolled in an accredited college/university nursing program as full-time or part-time students and be scheduled to complete course work within four (4) calendar years or less leading to an Associate's or a Bachelor's degree in nursing.
- B. Candidates must be students in good standing and must demonstrate a minimum 3.0 grade point average (GPA) or above on a 4.0 scale, or equivalent, from semester (or equivalent) to the next semester (or equivalent). When determining GPA, both semester and cumulative are considered.
 - B1. If the student's GPA falls below 3.0, a letter will be sent to the student advising him/her they will have one semester to raise the GPA to 3.0 or above. If the student is unable to achieve this, removal from the Program may occur and the student would be required to repay the monies paid by UHS on his/her behalf for his/her nursing education as outlined in Section V.B.
 - B2. Should a student retake a class, for any reason, the student will be responsible for paying the tuition/fees associated with this class; meaning, UHS will pay for a class once.
- C. Where qualifications are equal, current regular UHS system employees and their families will be given priority consideration.

I have read the statements above and understand its contents.

_____ (print name, sign/date)

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UHS Hospitals RN Education Incentive Program

- C1. Qualified candidates attending institutions within 1) Broome County; 2) New York State; 3) Pennsylvania; and 4) other states will be given preference, in that order.
- D. Should the student be in receipt of formal written disciplinary action as a UHS employee, the student's continued participation in the RN Education Incentive Program will be reviewed and may lead to termination from the Program. Should the student be terminated from the Program, repayment of all monies paid on the student's behalf will be required, subject to the terms outlined in Section V.B.

IV. Provisions

A. UHSH will provide:

- 1) Tuition plus standard college fees, minus parking fee (hereafter "tuition") up to \$8,000.00/semester for Bachelor of Science in nursing and up to \$6,000/semester for Associate of Science in nursing.

NOTE: Prior to payment being made, recipients must submit the tuition bill and grades from the prior semester to the Employment Department.

B. Recipients will agree to the following:

- 1) Completing the educational requirements for the professional nursing degree within the specified amount of time (Sec.III.A.) or repayment will be required according to the repayment schedule as outlined in Section V.B.
- 2) Accepting a RN position within UHSH (Wilson Medical Center or Binghamton General Hospital) at a minimum of Part Time 1 .6 (48 hours bi-weekly) and begins within 60 days of graduation.
- 3) For up to two (2) full years of college tuition paid, recipients commit to two (2) full years of continuous employment at UHSH. After that, for each additional year of college tuition paid, recipients commit to an additional year of employment. (e.g. three (3) years tuition paid = three (3) years employment; four (4) years tuition paid = four (4) years employment.)
- 4) Based on the availability of employment opportunities within the UHS system (if not already employed within UHS Hospitals), there will be a commitment to work part time or per diem while attending school and enrolled in the Program.

Recipients will be expected to:

- 1) Work at least 120 hours a year. Hours required to complete the nursing orientation do

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NOT count toward this 120 hour total.

- 2) Complete all required trainings by the established deadlines; this includes the elearning mandatories.
- 3) Adhere to all UHSH policies and Standards of Performance.

The following will be grounds for termination from the Program:

- 1) Failure to obtain satisfactory work performance appraisals.
- 2) Failure to complete the number of required work hours. 60 hours of the 120 hours must be completed within the first six months of employment. Failure to do so could result in removal from the Program.
- 3) Failure to complete mandatory trainings.
- 4) Termination of employment for cause will be grounds for termination from the Program.

The decision to terminate a recipient's employment or to remove him/her from the Program is not subject to review by Human Resources Policy #5.2, "Problem Solving and Conflict Resolutions Procedures".

If a recipient is removed from the Program, repayment of tuition must commence according to the repayment schedule as outlined in Section V.B. (Section V.D. does not apply to terminations referred to in this paragraph.)

- 5) Recipients will not be eligible for any additional new hire monetary incentives, unless indicated otherwise.

C. Recipients will be responsible for providing:

- 1) Original tuition bill at the beginning of each semester to the Employment Department.
- 2) The original grades and clinical evaluations (when applicable) at the end of each semester to the Employment Department.

Copies of the tuition bills and grades will be provided for personal records upon the recipient's request.

UHSH will not issue payment for the next semester until grades are turned in for the previous semester.

D. Income Tax Implications for Recipients

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Tuition payments under the Program are not excludable under Internal Revenue Code, Sections 117 or 127 and are not deductible under Internal Revenue Code, Section 162. This means that payments under this program (or any similar one) are taxable.

UHSH treats this Program as a No-Interest LOAN which will be forgiven proportionate to the number of pay periods completed. Recipients will be required to pay taxes on the tuition payments but only after they begin working at UHSH in the capacity for which they studied.

If recipients do not fulfill the employment obligation or drop out of the Program, they will be required to repay the loan with interest according to the repayment schedule as outlined in Section V.B.

- E. UHSH reserves the right to withdraw tuition resources and to remove recipients from the Program for any reason at any time. Recipients who were current UHSH employees prior to being accepted into the Program may be allowed to return to their former position, if available. Recipients, who were hired by UHSH subsequent to their selection into the Program, will have their employment terminated immediately. These decisions will not be subject to review by Human Resources Policy #5.2, "Problem Solving and Conflict Resolution Procedures". Repayment of all tuition must commence according to the repayment schedule as outlined in Section V.B.
- F. If recipients discontinue the educational program for which UHSH is providing sponsorship through this agreement or fail to maintain eligibility requirements as stated in Section III, UHSH will withdraw sponsorship and recipients may be required to repay all tuition expenditures disbursed by UHSH on recipient's behalf. Recipients who are current UHSH employees prior to being accepted into the Program may be allowed to return to their former position, if available. Recipients who were hired by UHSH subsequent to their selection into the Program, will have their employment terminated immediately. These decisions will not be subject to review by Human Resources Policy #5.2, "Problem solving and Conflict Resolution Procedure". Repayment of all tuition must commence according to the repayment schedule as outlined in Section V.B.
- G. Retention of recipients in a position after graduation is contingent upon receipt of NYS licensure. If licensure is not obtained within one year, repayment of tuition will be required according to the procedures outlined in Section V. The offer of continued employment in a position other than the original designated position (for which the Program was applicable) will be at the discretion of UHSH in consideration of the individual's performance and appropriate job availability.
- H. Upon graduation, a statement will be provided which will itemize the total amount of monies paid on the recipient's behalf for the Program. Beginning the pay period in which professional employment starts, a percentage of that total will be reported as income on which taxes will be calculated and deducted. The amount of reportable income each pay period will be calculated by dividing the total amount of monies paid by the total number of pay periods to which the recipient has committed.

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For Example:

A recipient who is supported for 2 years	
Fall Semester	\$6,000
Spring Semester	\$6,000
Fall Semester	\$6,000
<u>Spring Semester</u>	<u>\$6,000</u>

Total paid on your behalf \$24,000

\$24,000 divided by 52 pay periods = \$461.54. This amount will be reported each pay period as income, taxes will be calculated on this income, and the taxes will be deducted from each biweekly paycheck.

V. Repayment Procedure

- A. If recipients do not fulfill the employment obligation upon graduation for any reason other than a position not being available, repayment of tuition related to the Program will be required. UHSH forgives a portion of the education incentive repayment obligation each pay period worked in the appropriate position. Therefore, the amount of monies to be repaid is the equivalent of the balance of unreported income on which taxes have not been paid; any further tax responsibilities cease. Following are examples of when repayment might be required. It is not an all inclusive list:
- 1) refusal of employment or promotion
 - 2) failure to achieve appropriate licensure or certification
 - 3) voluntary termination while in UHSH employment
 - 4) involuntary termination for cause (i.e., failure to meet job requirements, misconduct, etc.) in accordance with Human Resources Policy #5.3.0, "Constructive Disciplinary Action Procedure"
 - 5) UHSH decision to not place the employee in the new position upon completion of degree and/or certification
- B. The repayment schedule will consist of 18 equal monthly installments beginning 30-60 days from the date of voluntary/involuntary termination or date of refusal of employment or date that it is determined that the student failed to meet the education requirements, whether degree or certification. Eight percent (8%) interest will be applied to the balance due.
- C. A statement of total balance due and repayment schedule will be provided to the recipient within 30-60 days following date of voluntary/involuntary termination or date of refusal of employment.

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- D. If recipients are involuntarily terminated for reasons other than for cause (i.e., discontinuance of service, reduction in work force, no available positions, etc.), no repayment will be required.
- E. Should recipients default on the repayment agreement as outlined above, UHSH will have just cause to institute legal action to secure payment.
- F. Student acknowledges and agrees that UHSH shall be entitled to attorneys' fees and litigation costs in the event that UHSH elects to take any steps to enforce its rights under this agreement including but not limited to initiating any actions.

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