Fairview Nursing Sponsorship Program

University of Minnesota Bachelor of Science in Nursing Program

Application Packet • 2013

For students entering their junior or senior year

A program sponsored by:

Fairview Talent Acquisition
University of Minnesota Medical Center, Fairview
Fairview Southdale Hospital

FAIRVIEW

FAIRVIEW
Fairview Health Services

Talent Acquisition
2344 Energy Park Drive
St. Paul, MN 55108
Tel 612-672-7188

Dear University of Minnesota, Bachelor of Science in Nursing student:

We at Fairview applaud your decision to pursue nursing—a rewarding career filled with many challenges and opportunities. Thank you for considering Fairview as your employer of choice.

This application packet includes program information and requirements, an application, and student recommendation forms. Please complete and submit all application materials by **Tuesday, April 30, 2013**. After all applications have been reviewed, applicants will be selected to complete an interview with Fairview Health Services personnel.

I look forward to receiving your application materials. If you have any questions, please contact me at bjohnso2@fairview.org or 612-672-7188.

Sincerely,

Bill Johnson RN, MBA

Nursing Workforce Development Consultant

Information and Requirements • 2013

Fairview Health Services, in collaboration with the University of Minnesota, plans to offer sponsorship opportunities to selected students entering their junior or senior year of the Bachelor of Science in Nursing (BSN) Program or the Master of Nursing Program at the University of Minnesota.

To apply for this sponsorship opportunity, applicants must:

1. Plan to enter their junior or senior year of the BSN program at the University of Minnesota in the fall of 2013.
2. An applicant must also be legally eligible to accept work and remain in this country. Individuals, who at this time or in the future require visa sponsorship or other sponsorship for employment with Fairview, are not eligible to apply.
3. Complete and submit the following application materials:
   - ❑ **Fairview Nursing Sponsorship Program Application Form** (included in this packet)
   - ❑ **Current résumé** detailing work history, educational training and experiences
   - ❑ **Two letters of recommendation** from a current or previous employer, class advisor or instructor and/or another professional. Letters should have an emphasis on your interpersonal relationship skills as well as critical thinking abilities. (Please use the enclosed recommendation forms and return them in sealed envelopes. If preferred, your references may write a letter on business/school letterhead and submit the original in a sealed envelope.)
   - ❑ **Professional reference list** (Please provide the names and phone numbers and/or e-mail addresses for at least four professional references, two of which may be the names of the people completing your letters of recommendation. Please note how and for how long you have known each reference.)
   - ❑ **A copy of your educational transcript** (an unofficial copy is fine)

   Materials must be submitted and received by Tuesday, April 30, 2013, to Bill Johnson, Fairview Talent Acquisition, Fairview Energy Park, 2344 Energy Park Drive, St. Paul, MN 55108
4. Selected applicants will complete an interview with a panel of Fairview Health Services personnel.
5. Students offered a sponsorship will sign a promissory note agreeing to:
   - Successfully complete the University of Minnesota Bachelor of Science in Nursing Program.
   - Register for the Minnesota RN License examination (NCLEX) within one month of completing the program. Students must complete and pass the exam within six (6) months of program completion.
   - Accept an offer of a registered nurse position with a minimum of 64 hours per pay period with the University of Minnesota Medical Center, Fairview or Fairview Southdale Hospital.
   - Waive the right to a Fairview sign-on bonus or loan-forgiveness program
   - Work a minimum of 64 authorized hours/pay period as a registered nurse on available shifts, perform satisfactorily and fulfill the individual sponsorship commitment agreement.

   Note: The entire work commitment must be completed at the hospital sponsoring the student and at the number of authorized hours committed to in the sponsorship agreement. However, the employee may transfer to different patient care units within that hospital according to regular transfer policies.

Note: Sponsorship monies are paid directly to the college and cover only tuition and mandatory fees. The sponsorship does not cover living expenses, books, computers, health insurance, etc.

Fairview Health Services agrees to:

1. Pay the tuition and mandatory fees owed to the University of Minnesota according to the individual sponsorship commitment agreement, not including any grants or scholarships received on behalf of the applicant.
2. Provide an RN employment offer to the applicant within 90 days of the applicant's completion of the coursework and passing the MN RN License examination (NCLEX). This offer will be at the University of Minnesota Medical Center, Fairview or Fairview Southdale Hospital on available patient care units and available shifts.

If the applicant fails to meet the above requirements, he or she will be required to pay back all monies paid by Fairview Health Services to the University of Minnesota on behalf of the applicant.

If the applicant meets the requirements above, but Fairview Health Services does not make an offer of employment to the student within 90 days after passing the NCLEX, the promissory note is considered forgiven. The student will be free to accept any position within or outside Fairview Health Services and will not owe monies to Fairview.

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The sponsorship is considered a "loan" by the IRS and accrues simple interest. The loan and interest are considered "forgiven" after the work commitment is completed. At that point, according to IRS guidelines, both **the loan and interest become taxable income and are taxed at the Supplemental Rate of 38.9 percent**. Please note that the above-referenced rates may be subject to change. The details of the tax reporting process will be discussed with sponsorship recipients in conjunction with the signing of the repayment agreement.

Why apply for a sponsorship from Fairview rather than take out a loan from a financial institution? Fairview wants to attract great people into our workforce, and we strongly support education for our employees. While we can't give you free money, a Fairview sponsorship can help you pay for school right now when you need it the most, give you access to career counselors and mentors and provide you with a position when you graduate (contingent upon your successful completion of pre-employment requirements). As long as you complete your work commitment, you don't have to pay back the sponsorship or interest. You only pay the taxes, and they are not collected until you have completed your work commitment. A loan provides financial assistance and must be paid back with interest. A sponsorship provides financial assistance, career development services *and* a job in your field of study in exchange for a work commitment.

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For further information:

- For more information regarding this Fairview sponsorship, please contact Bill Johnson RN, Fairview Talent Acquisition, at bjohnso2@fairview.org or 612-672-7188.
- For information regarding the University of Minnesota BSN Program, contact the University of Minnesota, School of Nursing at nursing.umn.edu or 612-625-7980.
- Visit our Web site at www.fairview.org.

All application materials must be received by Tuesday, April 30, 2013.

FAIRVIEW

2013 BSN Sponsorship
Fairview Talent Acquisition, Fairview Energy Park
2344 Energy Park Drive, St. Paul, MN 55108

Application Form • 2013

Name: _____ _____

Address:_____
(Street and Number) (City) (State) (Zip)

Phone Numbers: Home: (_____)_____Cell: (_____)_____ Work: (_____)_____

E-mail:_____

If you are a Fairview employee:

Department Name:_____**Facility/Location:**_____

Job Title:_____**Authorized Hours:**_____ **Hire Date:**_____

Supervisor's Name:_____**Supervisor's Phone: (_____)_____ _____**

I am legally eligible to accept work and remain in this country. ☐ Yes ☐ No

Individuals, who need visa sponsorship in order to remain and work in the United States, are not eligible to apply.

I would be interested in a Registered Nurse position at: *(check one or both)*

☐ **University of Minnesota Medical Center, Fairview** (University and Riverside campuses)
$10,000.00 sponsorship (2 year work commitment after graduation and hire)

☐ **Fairview Southdale Hospital**
$10,000.00 sponsorship (2 year work commitment after graduation and hire)

In the space provided and in your own words, please answer the following questions:

1. Briefly explain why you would like to become a registered nurse.

_____

_____

_____

_____

_____

_____

_____

_____

continued on next page

2. What are your long-term goals?

_____

_____

3. The Fairview values are Dignity, Integrity, Service and Compassion. Please give one example of a time when you demonstrated one or more of these values.

_____

_____

_____

_____

_____

4. Why should we select you for this sponsorship?

_____

_____

_____

_____

_____

Signature:_____ **Date:**_____

Please be sure that your application is complete:

- ❑ Fairview Nursing Sponsorship Program Application Form
- ❑ Current resume detailing your work history, educational training and experiences
- ❑ Two letters of recommendation from a current or previous employer, class advisor or instructor and/or another professional. Letters should have an emphasis on your interpersonal relationship skills as well as critical thinking abilities. (Please use the enclosed recommendation forms and return them in sealed envelopes. If preferred, your references may write a letter on business/school letterhead and submit the original in a sealed envelope.)
- ❑ Professional reference list (Please provide the names and phone numbers and/or e-mail addresses for at least 4 professional references, 2 of which may be the names of the people completing your letters of recommendation. Please note how and for how long you have known each reference.)
- ❑ A copy of your educational transcript (an unofficial copy is fine)

Application materials may be delivered via:

U.S. Mail: Fairview Talent Acquisition, Attention: Bill Johnson RN,
Fairview Energy Park
2344 Energy Park Drive, St. Paul, MN 55108

Interoffice: ***Bill Johnson RN***, Talent Acquisition, Fairview Energy Park

PLEASE NOTE: The Application Deadline is Tuesday, April 30, 2013.

FAIRVIEW

Student Recommendation Form • 2013

Dear: _____

I am submitting an application to Fairview in consideration for their nursing sponsorship program. This application includes letters of recommendation from a current or previous employer, class advisor or instructor and/or another professional.

Would you please complete this recommendation form and return it to me in a sealed envelope. If you prefer, you may write a letter of recommendation instead of using this form. I must have my application materials to Fairview by Tuesday, April 30, 2013.

Thank you for your assistance.

Sincerely,

_____ _____

Signature *Date*

_____ _____

Name (please print) *E-mail/Phone*

How do you know the student?

_____

How long have you known the student?

_____

Please describe the student's talents and strengths:

_____

_____

_____

Please describe the student's areas for improvement:

_____

_____

_____

continued on next page

***Student Name:*_____**

Please rate the student on the following attributes using a 5-point scale where 5 = excellent, 4 = great, 3 = good/average, 2 = fair and 1 = poor: (please select only one number for each category)

	5	4	3	2	1	unsure
Integrity	☐	☐	☐	☐	☐	☐
Communication	☐	☐	☐	☐	☐	☐
Organizational ability	☐	☐	☐	☐	☐	☐
Customer Service	☐	☐	☐	☐	☐	☐
Compassion	☐	☐	☐	☐	☐	☐
Critical Thinking	☐	☐	☐	☐	☐	☐
Diversity awareness/appreciation	☐	☐	☐	☐	☐	☐
Conflict Management	☐	☐	☐	☐	☐	☐
Motivation/Initiative	☐	☐	☐	☐	☐	☐
Commitment/Follow-through	☐	☐	☐	☐	☐	☐
Stress Management	☐	☐	☐	☐	☐	☐
Ability to adjust to new situations	☐	☐	☐	☐	☐	☐
Attendance	☐	☐	☐	☐	☐	☐
Professionalism	☐	☐	☐	☐	☐	☐

Please use the following space to add any comments about the student's interpersonal relationship skills as well as his or her critical thinking abilities. You may include any other additional information that you feel would be helpful in evaluating this student for consideration for the sponsorship. If you would prefer to submit a letter on business or school letterhead, please attach it to this form.

Signature: _____ Date: _____

Name (print): _____Title: _____

Address:_____

Phone: _____ E-mail: _____

Thank you for taking the time to submit a recommendation for this student. *Please return this form in a sealed envelope to the student. If you prefer to mail it directly, send it to: Fairview Talent Acquisition, Attention: Bill Johnson, Fairview Energy Park, 2344 Energy Park Drive, St. Paul, MN 55108* If you have any questions, please contact Bill Johnson at 612-672-7188 or bjohnso2@fairview.org.

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continued on next page

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Fairview Talent Acquisition, Fairview Energy Park
2344 Energy Park Drive, St. Paul, MN 55108

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Customer Service	☐	☐	☐	☐	☐	☐
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Diversity awareness/appreciation	☐	☐	☐	☐	☐	☐
Conflict Management	☐	☐	☐	☐	☐	☐
Motivation/Initiative	☐	☐	☐	☐	☐	☐
Commitment/Follow-through	☐	☐	☐	☐	☐	☐
Stress Management	☐	☐	☐	☐	☐	☐
Ability to adjust to new situations	☐	☐	☐	☐	☐	☐
Attendance	☐	☐	☐	☐	☐	☐
Professionalism	☐	☐	☐	☐	☐	☐

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Name (print): _____Title: _____

Address:_____

Phone: _____ E-mail: _____

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