Washington University
Nursing Tuition Program

Who is Eligible
The University will provide the tuition assistance described below for up to ten University employees who are selected annually for enrollment in certain Goldfarb School of Nursing programs described below. To be eligible for such nursing tuition assistance benefits, the following requirements must be met:

- The employee must be a full-time benefits eligible non-highly compensated employee who currently holds an RN or LPN licensure and who has at least one year of continuous full-time service at the University. Such employee must be in good standing with the University in terms of overall work record and history of contribution.
- The employee must receive a passing grade(s) at the conclusion of the semester and remain in the employment of the University for at least one year for each semester the employee receives this tuition benefit (“Employment Commitment”).

Description of Benefit
Employees selected for the Goldfarb programs will receive the following benefit:

- For RNs seeking to complete a BSN:
  - 100% paid upfront from the University to Goldfarb for nursing courses under the BSN program
- For RNs with a BSN who seek to complete graduate level nursing courses (MSN, ANP level):
  - 50% upfront payment paid directly from the University to Goldfarb for nursing courses taken for graduate level training. The employee is responsible for the remaining 50% of the tuition.
- There is no benefit provided under this program for PhD level nursing courses.

Repayment of Benefit
An employee will be required to re-pay the University the amount of the tuition assistance benefits received upon the occurrence of any of the following:

- If the employee fails to receive a passing grade(s) at the conclusion of a semester, the employee shall be required to repay the amount of benefit received for that course
- If the employee fails to remain enrolled through completion of a semester, the employee shall be required to repay the amount of the benefit received for that semester
- If the employee terminates his or her employment with the University other than as a result of death, disability or termination without cause by the University, or if the University terminates the employee’s employment for cause, prior to the Employee’s completion of the Employee’s Employment Commitment, the employee shall be required to repay the benefit received for any semesters for which the employee did not complete the Employment Commitment

Any amount owed to the University shall be withheld from such employee’s paycheck until the entire amount is repaid. If an employee terminates employment prior to completing repayment, such employee must pay any outstanding amount in full on or before the last day of employment or execute a promissory note in the form attached hereto as Exhibit A.

Tax Treatment of Benefits
Tuition assistance provided at the undergraduate level will be provided tax free to the employee. Tuition assistance provided at the graduate level is tax free up to $5,250 per calendar year. Assistance in excess of that amount will be subject to federal and state income tax.
To Apply for the Program:

- The employee should go to the Human Resources website for either campus or click on Benefits/Tuition Assistance.
- The employee should complete the required tuition application form for the Nursing Tuition Program and return to the Human Resources Office by the deadline stated on the form.
- The Goldfarb College of Nursing will review application information and select up to ten University employees for enrollment in the RN to BSN program and will select up to ten University employees for enrollment in the MSN/ANP program. Confirmation of enrollment will be given to the employee and the Human Resources Office by the Goldfarb Admissions Office. All payment arrangements will be handled by the University’s Benefit Office.