

**ATLANTIC GENERAL HOSPITAL/  
HEALTH SYSTEM'S**

**James G. and Nancy W. Barrett  
Non-Nurse to Nurse  
Scholarship Program**

**Nursing Application**

**ATLANTIC GENERAL HOSPITAL/HEALTH SYSTEM'S  
James G. & Nancy W. Barrett Scholarship Program  
Non-Nurse to Nurse**

**PURPOSE**

Atlantic General Hospital/Health System has developed the **James G. & Nancy W. Barrett Scholarship Program, Non-Nurse to Nurse**, to offer assistance with tuition, health care benefits, and flexible work schedules to individuals pursuing a career in nursing. The individual would, in return, work in our facility as a RN upon completion of the program.

**DESCRIPTION**

The Scholarship Program provides fully paid tuition and required course books towards an Associate's degree or Bachelor of Science in Nursing for selected persons. It also provides health care benefits to the individual (and family if necessary) at no charge. This program requires the candidate to work a flexible work schedule while maintaining full time status in the nursing program. Upon successful completion of the program and board licensure exam, the RN agrees to work full time at Atlantic General Hospital for a specified time period.

**PROCESS**

**Selection of Candidates based upon:**

1. Completed employment application. If you are not currently employed by us, please apply for the Scholarship Student position through our careers page.
2. Answers to essay questions.
3. Two references by current or former employers or educators who can attest to the applicant's character, motivation and work ethic. References by employers are preferred.
4. Panel interview with committee members. Participants of the committee include:
  - a. Human Resources
  - b. Education
  - c. Med/Surg
  - d. Specialty Area
  - e. Member at Large
  - f. Nurse with Advanced degree
5. Time frame for completion of BSN program.

**Requirements of Selected Candidates:**

1. In order to be considered, you must have current acceptance into a nursing program, OR have applied and waiting on acceptance.
2. Must possess, or be willing to obtain, a Certified Nursing Assistant license within six months of accepting the nursing scholarship.
3. If during the first six months of acceptance into our scholarship program the recipient does not have an active CNA License, or LPN License, the student will work as a Patient Safety Aide. Upon receipt of either a Certified Nursing Assistant (CNA) or Licensed Practical Nurse (LPN) licensure, the candidate will assume a position as a CNA or LPN on the Med-Surg Unit at Atlantic General Hospital/Health System. The CNA or LPN's schedule will include days, nights, weekends, and holidays.
4. Work at AGH a minimum of 12 hours a week and maintain Full Time status in the educational program.
5. Upon successful completion of nursing program and passing state licensure exam, the candidate will work full time for 12 months for each school year in the scholarship program. The Registered Nurse's schedule will be based on the needs of the hospital, which will include rotating days, nights, weekends, and holidays.
7. The recipient must understand that if their RN is obtained through a program lesser than a Bachelor of Science in Nursing, he/she must pursue and complete a BSN degree within five years of becoming an RN.

8. Repay any and all expenses incurred by Atlantic General Hospital in the event candidate does not complete educational program for any reason, does not obtain a CNA license if required, does not meet work commitment during or after the program, or is terminated for any reason prior to meeting their commitment. In addition, the candidate will be responsible to pay all attorneys' fees and court costs which are the result of failure to pay the balance owed, when due.
9. Participate in a defined mentoring program.

**Responsibility of Atlantic General Hospital to Candidate:**

1. Pay all tuition, fees and required textbooks in full at the beginning of courses.
2. Provide candidate with health care benefits at no cost.
3. Provide a flexible work schedule in the Hospital/Health Systems.
4. Provide employment as a RN, if available, upon the candidate obtaining licensure.

**DIRECTIONS FOR COMPLETING THE APPLICATION TO  
NON-NURSE TO NURSE SCHOLARSHIP PROGRAM**

1. Complete the employment application.
  
2. Answer the six questions that are included with the application packet. Answers should be typed, single spaced and be no more than one to two paragraphs. **Please re-state the question at the beginning of each answer.**
  
3. Provide two references. Two reference forms are included for distribution. Give the reference form to two current or former employers or educators who can provide relevant information about your character. Employers are the preferred source of recommendations. **The reference forms must be returned with signatures to Human Resources, Atlantic General Hospital, 9733 Healthway Drive, Berlin, MD 21811 or submitted via email to Akiliah Church at [achurch@atlanticgeneral.org](mailto:achurch@atlanticgeneral.org).**
  
4. Return the completed application packet to Human Resources, Atlantic General Hospital, 9733 Healthway Drive, Berlin, MD 21811 or submit via email to Akiliah Church at [achurch@atlanticgeneral.org](mailto:achurch@atlanticgeneral.org).

**Please allow some time for application review. Interviews will be scheduled accordingly.**

**PLEASE RESPOND TO EACH OF THE FOLLOWING QUESTIONS ON A SEPARATE SHEET**

1. What does professionalism mean to you and provide examples of how you display professionalism? Explain why professionalism is critical to any job in the healthcare setting.
2. Define what it means to be a “team player” and include an example of a time in your life when you have been a team member.
3. Describe how you will plan to meet the multiple demands of school, work, and personal obligations during your pursuit of a nursing degree.
4. Discuss three of your strengths and two areas in which you feel that you need to improve.
5. What has influenced your decision to pursue a career in nursing?
6. What makes you believe that you should be selected as a recipient of this scholarship?
7. What area of nursing are you most interested in, and why?
8. Briefly describe a work or personal situation that drives your passion and commitment to healthcare.

**ATLANTIC GENERAL HOSPITAL/HEALTH SYSTEM**  
**Human Resources**  
**9733 Healthway Drive, Berlin, MD 21811**

**James G. and Nancy W. Barrett Scholarship Program**  
**Reference Form**

Name of Applicant: \_\_\_\_\_

Name of Person Making  
 Recommendation: \_\_\_\_\_

Relationship to Applicant: \_\_\_\_\_

How long have you known the applicant? \_\_\_\_\_

Please rate the applicant on each of the following characteristics using a scale of 1-5 with 1 being Poor and 5 being Excellent. Please feel free to share any comments on any of the characteristics we are asking you to rate. You may attach additional pages if necessary. In the "Other" category please rate any characteristics not mentioned below that you believe are important in rating this candidate.

Characteristics	Rating	Comments
Work Ethic		
Quality of Work		
Motivation		
Attitude/Personality		
Attendance/Punctuality		
Responsibility		
Teamwork		
Commitment		
Overall Competency		
Other		

Signature: \_\_\_\_\_

Atlantic General Hospital/Health System is committed to providing equal employment opportunity for all persons regardless of race, color, religion, sex, age, marital status, national origin, citizenship status, disability, or veteran status.

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