Johns Hopkins University - School of Nursing
Student Memorandum of Understanding
Supporting Professional Advancement in Nursing Program (SPAN)

WHEREAS, the Johns Hopkins University School of Nursing (JHSON), in partnership with five area hospitals and health care systems, has developed and wishes to implement and evaluate an innovative three phase program called Supporting Professional Advancement in Nursing (SPAN) with the goal of advancing the education of students and RNs to BSN, MSN, and Doctoral level;

WHEREAS, the goals of the SPAN program are to advance the education of students and RNs to BSN, MSN and Doctoral level; increase the number of qualified nurses in Maryland area hospitals and other health care facilities with advanced nursing degrees; and facilitate enrollment in JHSON advanced nursing degree programs.

WHEREAS, the undersigned student, a pre-licensure nursing student in the JHSON nursing program, wishes to participate in the SPAN program;

NOW, THEREFORE, the parties agree as follows:

I. The SPAN Program.

A. The SPAN curriculum-to-career program creates an opportunity for students in the pre-licensure program at JHSON to progress seamlessly through a sequence of academic and workplace experiences that span pre-licensure education to master’s specialty or doctoral education.

B. The SPAN participants enter SPAN during the final clinical rotation in the pre-licensure program and exit approximately three to five years later upon graduation from a specialty MSN or DNP and having secured gainful employment in Maryland.

C. Phase 1: The SPAN program will commence during the final semester’s clinical course in the pre-licensure program when students are matched with a clinical preceptor at a partner health care system. Students complete their final Synthesis Practicum at the partner health care system over a 10 or 12 week period, graduate from JHSON, and take and pass their NCLEX licensing exam.

D. Phase 2: The newly licensed graduate nurse (formally student, now known as SPAN participant) is employed full-time at the same partner health care system while simultaneously taking the online, self-paced PATH and BALANCE modules taught by JHSON faculty. Phase 2 lasts 12-18 months.

E. Phase 3: SPAN participants move to enrolling full-time in a MSN or DNP program of study with the option of part-time RN practice, or a mutually agreed upon schedule to accommodate the participant’s scheduling needs while attending a graduate nursing degree program. Phase 3 lasts approximately 24-36 months.
The SPAN program concludes upon successful graduation from JHSON with a master’s specialty or higher degree in nursing.

Currently, the following participating health care systems have agreed to accept SPAN participants: Johns Hopkins Hospital, Johns Hopkins Bayview, Sibley Memorial Hospital, Total Health Care, Inc., and The Baltimore VA Medical Center. The participating health care systems will identify preceptors and units/clinics/specialty practice areas on which they would like SPAN participants. The health care system partners will also employ participants full-time for one year with the option of the participant working part-time for two years, or a mutually agreed upon schedule to accommodate the participant’s scheduling needs while attending a graduate nursing degree program.

II. JHSON Responsibilities

A. Establish cadre of JHSON faculty mentors to provide ongoing support and guidance to program participants.

B. Provide Program Coordinator who will assist SPAN participants throughout the program.

C. Provide PATH and BALANCE online modules to all SPAN participants.

D. Develop and regularly disseminate push notifications to be delivered via text message to provide ongoing knowledge and information throughout the participant’s time in the program.

E. Establish alliances between JHSON and five area health system partners. Maintain this relationship throughout the lifetime of the program period.

F. Maintain collaboration with partner health care systems, and provide basic structure for nurse mentor training through “Core Concepts for Clinical Preceptors” online training program.

G. Secure partner location and nursing unit for SPAN participant to complete Synthesis practicum.

H. Serve as the exclusive academic provider for graduate nursing education under this agreement.

III. Responsibilities of SPAN Participant

As a participant in the SPAN program, participant agrees to:

A. Comply with all graduate/advanced nursing degree program prerequisites and application deadlines within logical timeframe that allows applicant to submit application to program during their first year of participation in SPAN while they are working full time.

B. Apply to advanced graduate nursing program at the JHSON within the first year of working for employer full time.

C. Enroll in and begin a graduate nursing program within 18 months of graduating with a JHSON Masters Entry into Nursing MSN degree. Participants understand that preference for admittance to the SPAN Program is given to SPAN Program applicants who will attend JHSON for their advanced nursing degree.
D. Complete PATH and BALANCE online modules within 6 months of them becoming available to the participant.

E. Commit to employment with one of the participating health care systems for three years (one year full-time and two years with the option of part-time). Participants employed at Johns Hopkins Hospital and Johns Hopkins Bayview Medical Center must commit to two years full-time employment followed by a third year with the option of part-time employment.

F. Allow for SPAN push notifications to be sent via text message to the participant’s cell phone.

G. Comply and respond to text messages with feedback/answer/etc. when text message contains a request for action or interaction within 72 hours of receiving such request.

H. Commit to completion of advanced level nursing degree program at the JHSON.

I. Meet all employer hiring eligibility and performance criteria to maintain employment with partnering health care system.

J. Complete all evaluation measures as provided by SPAN JHSON program team.

K. Attend in-person meetings or conference calls as arranged for SPAN program participants throughout their participation in SPAN program.

L. Acknowledge and/or respond to communications (email, phone calls, text messages) received from SPAN program staff within 72 hours of receiving said form of communication.

M. Inform Program Manager Sarah Firestone in writing of any changes to the status of their SPAN program participation as soon as changes occur, including but not limited to:

- In the event that a student no longer wishes to pursue employment at their practicum site, students may exit the SPAN Program penalty-free so long as they inform the SPAN Program Manager before they graduate from JHSON.
- In the event that a Program participant is offered employment by a Partner facility and s/he fails to follow through with their offer of employment after graduating from JHSON, the participant understands that s/he may not receive a future recommendation from the JHSON.
- In the event that a Program participant is dismissed from their nursing position at the Partner facility at any time during their enrollment in the program, participants must inform the SPAN Program Manager of this action. Continuation in the program will then be determined on a case-by-case basis.
- In the event that a Program participant fails to enroll in an advanced nursing degree program within two years of graduating from the JHSON, and/or after being hired by their employer chooses to leave their position before the three year work commitment is fulfilled, the participant understands that s/he may not receive a future recommendation from the JHSON.
- In the event that a Program participant receives “monetary program incentives” (such as professional memberships, conferences attendance fees, or licensing prep courses), and wishes to leave the Program before completion, participant must inform the Program Manager and participant will be responsible for reimbursing the Program for any “monetary program incentives” received during the Program.
N. Take and pass NCLEX exam within 3.5 months from graduation of pre-licensure program from JHSON or within timeframe specified by Partner health care facility they will be employed by.

O. Follow through with all contingencies set forth in offers of employment and begin full-time employment with partner health care system no later than ninety (90) days from the date of graduation for JHSON (excluding any exceptions to this that are related to employer hiring timeline).

P. Honor all commitments contained in this MOU as a participant and refrain from using the SPAN program solely to obtain employment at Synthesis practicum site.

Q. Assume full responsibility for any loss or cost to JHSON or participating health care facility, for failing to comply with the participant responsibilities stated in this MOU.

R. Participant understands that if they fail to enroll in an advanced nursing degree program within two years of graduating from the JHSON they may not receive a recommendation from the JHSON.

S. The Johns Hopkins School of Nursing believes that leadership and professionalism are demonstrated through timely communications and adherence to the tenants outlined in this Memorandum of Understanding. As such, we expect that you follow-through on all of the contingencies outlined above in an expedient and professional manner and that you demonstrate leadership and professionalism when completing practicum hours and during your tenure as an employee at a SPAN Partner Institution.

T. The SPAN Program reserves the right to dismiss Program participants from the Program at any time.
I attest to the truth and accuracy of all the information above and affirm my eligibility and interest to participate in the Johns Hopkins University School of Nursing Supporting Professional Advancement in Nursing Program. This selection will remain in effect during my enrollment at JHU unless I request that it be changed and sign a new memorandum.

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Student Name (Please Print)

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Student Signature

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Date

Johns Hopkins University

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Sunil Kumar, PhD
Provost and Sr. Vice President for Academic Affairs

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Johns Hopkins University
School of Nursing

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Patricia M. Davidson, PhD, MEd, RN, FAAN
Dean and Professor, School of Nursing

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Date