Evolving nursing and medical science supports the need for learning that goes beyond initial preparation for practice as advances in healthcare “lead to the obsolescence of knowledge” and skills at a rapid pace (ANCC, 2012; Pena & Castillo, 2006, p.309). Safe patient care is directly influenced by the quality of the education nurses receive (Bleich, 2011; Schweitzer & Krassa, 2010). Nurses need to acquire and integrate new knowledge and evidence into their practice in order to, stay proficient and practice safely and to the full extent of their license. The National League of Nursing (NLN) Vision Series, Nov 2013, A VISION FOR Doctoral Preparation for Nurse Educators, noted that, “The NLN supports doctoral preparation to prepare researchers who can advance the science of nursing education by generating and/or translating educational research that focuses on teaching the practice of nursing. Current changes in nursing, health care and education are creating an urgent need to prepare nurses to create innovative learning environments that develop the clinical reasoning skills required for practice in changing health care delivery systems.” The Online Journal of Issues in Nursing, Sept 2005, The Practice Doctorate in Nursing: An Idea Whose Time Has Come, states that, “Trends and events on the practice arena and in nursing and health professions education suggest an increased need for insightful and visionary nursing leadership in practice for a place at the table in high level health care management and policy decisions.”

The expanding field of nursing demands more highly trained nurses. Knowledge, leadership and management skills will be more and more important as the functions and roles that nurses perform expand. The Nursing Code of Ethics Provision Five of the American Nurses Association (2011) states that nurses must be conscientious in maintaining proficiency and continue personal and professional growth throughout their professional career. This commitment is attained through lifelong learning and includes continuing education as well as advanced academic education, certification, and activities that support experienced professional practice (ANCC, 2012). Organizations with competent staff that utilize evidence based approaches in their organization are identified as providing higher quality of care with both personal and patient benefits (Schellor, 1993; Schweitzer & Krassa, 2010). This scholarship was established to assist MGH nurses that want to enhance the profession of nursing, gain knowledge and leadership skills, and improve patient outcomes through education at the doctorate level. In promoting this level of education, this scholarship offers financial support for nurses employed at MGH who are interested in pursuing doctorate level education in nursing.

**Scholarship Amount**

Qualified candidates will receive up to $5,000 to be applied to the tuition for their program. The scholarship amount will be based on the number of qualified candidates. The Scholarship can be combined with other scholarship funding including tuition reimbursement to fund tuition costs.

*When used for tuition and not combined with any other scholarship or tuition reimbursement monies, the scholarship will have no tax consequence at all to the employee as it is considered by the IRS to be an education benefit. Please note—the IRS may require receipts as proof that the scholarship was directed towards tuition.*
When used for tuition and combined with other scholarships and/or tuition reimbursement where the total amount of the education benefit exceeds $5,250 per calendar year per employee the employee is responsible for all taxes associated with any payment amount over $5,250.

Application Deadline

Scholarship applications must be submitted by September 10, 2020 to be considered for the 2020 Scholarship Award. Scholarship winners will be announced by October 2020.

Applicant Criteria

- The scholarship will be awarded to applicants pursuing a career in nursing in an accredited nursing program granting doctoral degrees.
- The scholarship is open to applicants that are employed by MGH either in a full- or part-time capacity (a minimum of 20 standard hours per week). Applicants must be employed at a minimum of 20 standard hours per week both at the time of the application and at the time the scholarship is distributed.
- Applicants must have completed a minimum of one year of service in their present position and must be in good standing (i.e. no corrective action such as a written or final warning within the last 6 months).
- Participating recipients may be asked to make a commitment to MGH, agreeing to work at the hospital for one year following graduation.

Application Process and Checklist

Candidates will submit:
- Completed scholarship application
- Signature of endorsement from applicant's director or manager
- Two letters of reference-Letters of reference should be from clinical faculty, former supervisors, clinical colleagues, etc. References should not provided by Selection Committee Members.
- A narrative that articulates educational goals and intended use of funding
- Proof of acceptance into a degree program
- Resume