



Kaiser Permanente Southern California Institute of Nursing Excellence (IONE)

Purpose Statement

IONE Loan Forgiveness is designed to promote nursing education, including nursing staff and nurse leadership, to enable nurses to obtain advance degrees and to expand the skilled nursing workforce across Kaiser Permanente Southern California Kaiser Foundation Hospitals and Health Plan.

The Institute has available loan forgiveness funds to support completion of the following academic degree programs: RN to BSN, BSN, ABSN, MSN, DNP, and PhD.

"Investing in yourself is the best investment you will ever make. It will not only improve your life, it will improve the lives of those around you."

-Robin Sharma



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Program Requirements

Loan Forgiveness Funds will be awarded to students who meet and continue to meet the following requirements of the IONE Program:

- ◆ Must be a *full-time* Kaiser Foundation Hospital (KFH)/ *Health Plan* employee while enrolled at the School.
- ◆ Accepted into a participating School of Nursing (APU, MSMU, CSUSM, CBU).
- ◆ Maintain continuous enrollment with progress towards graduation
- ◆ Maintenance of a cumulative 3.0 GPA (on a 4.0 scale) in all School courses taken for every grading period.
- ◆ Be a U.S citizen or national of the U.S., or lawful permanent resident of the U.S. and its territories
- ◆ Must remain employed full-time with Kaiser Permanente Southern California for 24 months from the date of graduation from the School.
- ◆ Exceptions to full loan forgiveness:
 - * GPA falls below 3.0 and student does not maintain good academic standing per University catalog.
 - * Delay in graduation by more than two semesters beyond the standard program duration.
 - * Failure to progress in the program in a timely manner.
 - * Less than 24 months as Kaiser Permanente Southern California employee for reasons other than job unavailability.

“The only person you are destined to become is the person you decide to be.”

-Ralph Waldo Emerson

Discounted Tuition

For those individuals awarded forgivable loan funds, program tuition discounts range from 10%-30% .

Tuition discounts vary based on University and Program.

Check with your selected University, as some schools may prorate the calculated percentage discount.



Tuition Rates

- ◇ Per-unit tuition rates can fluctuate based on the academic year and chosen University .
- ◇ Consult your desired University to determine tuition rates and projected rates for subsequent academic years.
- ◇ Student is responsible for paying all fees associated with course, program, and university enrollment.
- ◇ Fees may be subject to annual increases.

“Tell me and I forget, teach me and I may Remember, involve me and I learn.”

-Benjamin Franklin

Tuition Reimbursement

- ◇ Kaiser Permanente encourages you to assume responsibility for your professional development.
- ◇ Additional financial assistance may be available through the Tuition Reimbursement (TR) Program.
- ◇ TR information can be found by visiting the MY HR page.
- ◇ The MY HR TR page has a link to review the policy, apply for reimbursement, upload documents, and view reimbursement request status.
- ◇ Obtain additional Tuition Reimbursement information at <http://www.kpcareerplanning.org>
- ◇ Contact National Tuition Reimbursement Administration at Phone: 1-866-480-4480 Monday-Thursday 7am-4pm PST/ Email: National-TRA@kp.org

Programs By School



- RN to BSN
- Accelerated BSN
- MSN: Leadership/Administration
- MSN: Nurse Educator
- MSN: Adult Gerontology CNS
- Post MSN: Adult Gerontology CNS Certificate



- RN to BSN
- MSN: Family Nurse Practitioner
- MSN: Psychiatric Mental Health
- MSN: Other approved specialization tracks may be made available.
- Post MSN Certificate: FNP
- Post MSN Certificate: Psych Mental Health



- RN to BSN
- MSN: Education
- MSN: Health System Management
- MSN: Clinical Nurse Specialist
- DNP



- RN to BSN
- MSN: Education
- MSN: Leadership/Administration
- MSN: Family Nurse Practitioner
- MSN: Adult Gerontology Nurse Practitioner
- MSN: Pediatric Nurse Practitioner
- MSN: Psychiatric Mental Health
- MSN: Clinical Nurse Specialist Pediatric
- MSN: Clinical Nurse Specialist Adult Gerontology
- DNP
- PhD in Nursing