

Memorial Hermann Foundation Scholarship to Advance Nursing Education 2026 - 2027

FAQ: Frequently Asked Questions for Participants

What is the application timeline?

Application Period: Jan. 21 – March 15, 2026

When will applicants be notified if they were selected to receive a scholarship?

All applicants to be notified by the first week in May 2026 (accepted or declined)

What does this scholarship provide?

The 2026 – 2027 Memorial Hermann Foundation Scholarship to Advance Nursing Education programs provides financial support for employees already enrolled or accepted into an accredited nursing program to create new nurses across the organization.

- **Entry into Nursing Program:** Provides scholarship for current employees in entry-level positions [e.g., patient care technician (PCT), professional student nurse (PSN) and other roles] to earn their Associate Degree in Nursing (ADN)-RN or BSN.
- **LVN to RN Program:** Provides scholarship for current LVN employees to earn their ADN-RN or BSN.
- **RN to BSN Program:** Provides scholarship for current ADN-RN employees to earn their BSN.

[Click here](#) to learn about eligibility requirements and application details.

When will I begin receiving the scholarship amount?

Timing of the scholarship will be aligned with the start of your nursing program in August of 2026. The scholarship is only for when you are actively enrolled and taking classes (for up to one year or 12 months).

Will I need to provide any specific details about my accredited nursing program?

Yes, the scholarship recipient will need to provide the following details regarding your accredited nursing program: school name, proof of acceptance/enrollment in the nursing program, program start date, program duration, and anticipated date of graduation.

Who do I communicate with to provide details of my nursing program?

Scholarship recipients to provide program details via email communication to Mhworkforceprograms@memorialhermann.org

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What can I use the scholarship funds for?

The scholarship funds are considered compensation and can be used at your discretion.

Am I eligible for the scholarship if I am already receiving other financial assistance or tuition reimbursement (e.g., Achieve by Learn Well)?

Yes, your participation in the scholarship can be combined with other programs like Achieve by [Learn Well](#) tuition repayment or reimbursement.

Will I be taxed on the scholarship funds?

Yes, the scholarship funds are considered a taxable fringe benefit (compensation).

Does the scholarship include additional PTO or study days?

The scholarship does not include any additional PTO. Some recipients may choose to reduce their hours to part time while in school and use the scholarship funds to supplement their incomes. Any decisions related to adjustments in work schedule should be coordinated and approved between the recipient and their leadership in accordance with current practices.

If I need additional help/support during the program, who do I contact?

Please reach out to your local leader first. Based on the topic and need, your leader can help connect you with the right person/group to assist. You may also send questions to Mhworkforceprograms@memorialhermann.org for additional support.

How are the scholarship recipients selected?

Each applicant is individually reviewed by HR to ensure they meet the minimum criteria listed on the application. The essay and letter-of-recommendation for those meeting criteria are de-identified and reviewed by a multi-person panel. The panel will select the employees for the scholarship.

Can I reapply for the scholarship in future years if I am not selected?

Yes, both previous recipients and applicants not selected may reapply for the scholarship in future years.

Do the scholarship recipients and their leaders need to meet to discuss their progress?

Yes, leaders and recipients should check-in on a routine basis. The Memorial Hermann Workforce Team will send a survey multiple times throughout the program to check in, ask for grade updates, and ask for feedback. Communication will be sent via Mhworkforceprograms@memorialhermann.org

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What happens if I need to pause or withdraw from my nursing program?

The scholarship is intended to support employees for a 12-month period of time. If the selected school surpasses the amount of the Learn Well benefit, then the scholarship dollars are certainly there to keep attending school, even after the Learn Well benefit exhausts. We understand that some schools, or employees, may take longer than 12 months to complete their nursing programs; however, this scholarship was established to supplement their financial needs during a consecutive 12-month window while employees are actively enrolled in school. Scholarship funds will only be provided while the employee is actively enrolled and taking classes.

What happens if I need to adjust my schedule to part-time to accommodate my school schedule or clinical rotations, what is the process and how will my benefits be affected?

If you are considering moving to part-time, you must first discuss the change with your manager to obtain approval. Any adjustment to your employment status may also affect your benefits. For a detailed comparison of benefits available to full-time and part-time employees, please review the following links: [Benefits Eligibility Chart](#) and [PTO Accrual Calculator](#). You can also call HR Shared Services at 713-456-6447 for questions about benefits eligibility.

What are my obligations if I am selected to receive and accept the scholarship?

As a part of accepting this scholarship, please review and acknowledge the following terms:

- 1. Employee must remain in an active full-time or part-time employment status and remain in good standing throughout the scholarship period. If an employee transitions to a supplemental role or separates from employment at any time during the scholarship period, all remaining unpaid scholarship funds will be forfeited.*
- 2. Employee agrees to a minimum of two (2) years of active full-time employment within Memorial Hermann following the completion of the scholarship period. Employees may request to transition to part-time status; however, approval is at the discretion of the hiring manager, and such a change may affect benefit eligibility.*
- 3. Job placement following the completion of a credential, degree, or certification is not guaranteed at the employee's home campus. However, Memorial Hermann will make every effort to identify a suitable position within the system, based on organizational needs and available openings.*
- 4. Participation in the Memorial Hermann Foundation Scholarship to Advance Nursing Education programs does not change employee "at-will" status. Employment with Memorial Hermann is "at-will" and either party can terminate the relationship at any time with or without cause and with or without notice.*

