

NORTHWESTERN STATE UNIVERSITY
AND
WILLIS KNIGHTON HEALTH SYSTEM

Memorandum of Understanding for Tuition Reduction

Northwestern State University of Louisiana (NSU) and Willis Knighton Health System (Willis Knighton) have agreed to enter into a Memorandum of Understanding (MOU) between the two institutions. Both institutions are responsive, student/employee-oriented institutions. NSU seeks to assist Willis Knighton in its efforts to support education and training of nurses and allied health professionals by providing certain tuition reduction benefits to qualified Willis Knighton employees who wish to enroll in one of NSU's on-line nursing or allied health programs.

The MOU specifically describes NSU's role in helping Willis Knighton employees who are associate degree prepared licensed registered nurses or radiologic technologist, or other healthcare professionals to obtain their baccalaureate degrees through NSU's undergraduate nursing and radiologic science programs; and, post-baccalaureate certificates in Invasive Cardiovascular Technology, MRI, and Computed Tomography (CT). The MOU also describes NSU's role in helping Willis Knighton's employees who are baccalaureate or masters prepared nurses or radiologic technologist to obtain their masters or practice doctorate degrees through NSU's totally online MSRS, MSN (education and administration roles only), and DNP programs.

This partnership between NSU and Willis Knighton:

- Advances achievement of the Institute of Medicine's (IOM, 2011) recommendations that nurses, as well as other healthcare professionals, be given opportunities to achieve higher levels of education and training through an improved education system that promotes seamless academic progression to baccalaureate, masters, and doctorate educational levels.
- Meets NSU's BSN, MSN, and DNP accreditation standards (Commission on Collegiate Nursing Education (CCNE), 2013) for baccalaureate and graduate nursing education programs that require nurse educators to be educationally prepared at the graduate nursing level and clinically experienced.
- Advances the Louisiana State Board of Nursing's (LSBN) recommendations that colleges of nursing facilitate educational mobility of nurses across the state by providing seamless progression in nursing education which increases the quality of the nursing health care workforce and meet the needs of Louisiana's citizens.
- Increases the pool of potential NSU undergraduate nursing and allied health faculty who meet Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) criteria that a certain percentage of undergraduate faculty hold a terminal degree.
- Advances Willis Knighton Health System's mission to support education and training of nurses and allied health professionals.
- Advances NSU's mission to be committed to the dissemination and acquisition of knowledge through teaching... and to prepare students to become productive members of society and promote economic development ... for citizens in its region.

The following will apply in regards to the MOU:

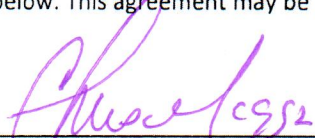
1. Full-time employees of Willis Knighton Health System may enroll in the following online programs offered at NSU at a reduced tuition rate plus certain applicable fees:
 - A. Undergraduate nursing and allied health programs
 - 1) Undergraduate RN (Registered Nurse) to BSN (Bachelor of Science in Nursing),
 - 2) Undergraduate RT (Radiologic Technologist) to BSRS (Bachelor of Science in Radiologic Science),
 - 3) Undergraduate BASAH (Bachelor of Applied Science in Allied Health),
 - 4) Undergraduate Post-Baccalaureate Certificate in Invasive Cardiovascular Technology (ICT)
 - 5) Undergraduate Post-Baccalaureate Certificate in Magnetic Resonance Imaging (MRI)
 - 6) Undergraduate Post-Baccalaureate Certificate in Computed Tomography (CT)
 - B. Graduate nursing and allied health programs
 - 6) Graduate MSRS (Master of Science in Radiologic Science),
 - 7) Graduate MSN (Master of Science in Nursing) with Role Concentration in Education or Administration only, and
 - 8) Graduate DNP (Doctor of Nursing Practice)
2. The following conditions apply to Willis Knighton Health System employees enrolling at NSU:
 - a. The Willis Knighton Health System's employee must be a degree seeking student at NSU.
 - b. The Willis Knighton Health System Employee must be employed on a full-time basis at Willis Knighton Health System.
 - c. The Willis Knighton Health System Employee must submit an application for admission to NSU, meet all admission criteria for each respective program they wish to enroll, and pay appropriate application fees.
 - d. The Willis Knighton Health System Employee will be subject to normal admission, progression, dismissal, and graduation requirements for each respective program.
 - e. The Willis Knighton Health System Employee will adhere to NSU's policies and procedures required of each student in an educational program at NSU.
 - f. Enrollment at NSU requires an approved MOU between NSU's President and Willis Knighton Health System's CEO.
 - g. Willis Knighton Health System Employees who enroll in the following undergraduate on-line programs at NSU: RN to BSN, BASAH, RT to BSRT, Post-Baccalaureate ICT, and Post-Baccalaureate MRI, or Post-Baccalaureate CT during the 2019-2020 academic year will receive a **30% discount** of the ***NSU Undergraduate Online Hourly Flat Rate***.
 - h. NSU's Undergraduate Online Hourly Flat Rate is based on the rate in affect during the student's academic year of enrollment (the current ***NSU Undergraduate Online Hourly Flat Rate*** for academic year 2019-2020 is **\$375.00 per credit hour**). The rate is subject to change between academic semesters, is posted on NSU's website, and does not require notification.
 - i. Those students enrolled in undergraduate courses within each program that require payment of fees, must pay the entire applicable fee amounts for each course. NSU is not allowed to discount student fees; therefore, no fees will be discounted.
 - j. Willis Knighton Health System employees who enroll in the following graduate nursing programs at NSU (MSRS, MSN with Role Concentration in Education or Administration, or DNP) during the 2019-2020 academic year will receive a **20% discount** on the ***NSU Graduate Online Hourly Flat Rate***.

- k. NSU's Graduate Online Hourly Flat Rate is based on the rate in affect during the student's academic year of enrollment (the current ***NSU Graduate Online Hourly Flat Rate*** for academic year 2019-2020 is **\$475.00 per credit hour**). The rate is subject to change between academic semesters or years, is posted on NSU's website, and does not require notification.
- l. Those students enrolled in graduate courses within each program that require payment of fees, must pay the entire applicable fee amounts for each course. NSU is not allowed to discount student fees; therefore, no fees will be discounted.
- m. Willis Knighton Health System Employees who enroll in any undergraduate or graduate program are expected to purchase, rent, or borrow applicable textbooks and other required resources for each course.

Amendment, Term, Termination, and Renewal: This agreement shall become effective on the date of its signing by both parties, continue thereafter for one academic year subject to revision or modification by mutual written agreement and shall terminate automatically at the end of such period unless 60 days prior to termination, the parties provide written notice to each other of their intention to renew the agreement for an additional one or two-year term. Either party may terminate this agreement at any time, without penalty subject to the following notice provision. Termination by one party shall occur by giving the other institution at least 60 days advance written notice of its intention to terminate, but any students who have commenced at either university at the date of termination may complete their courses of study. Termination shall be without penalty. Any amendment to this agreement shall be made with acknowledgement in writing from both institutions. This agreement is signed in good faith and in accordance with the administrative rules and procedures governing each party. Therefore, by virtue of this good faith, any conflict that may arise with respect to its interpretation, formalization, and fulfillment will be resolved by agreement between the two parties.

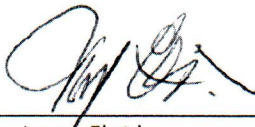
Discrimination Clause: The parties agree to abide by the requirements of the following as applicable: Title VI of the Civil Rights Act of 1964 and Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, Federal Executive Order 11246 as amended, the Vietnam Era Veteran's Readjustment Assistance Act of 1974, Title IX of the Education Amendments of 1972, the Age Discrimination Act of 1975, and the requirements of the Americans with Disabilities Act of 1990.

By signature of President/CEO of these institutions, this Memorandum of Understanding is entered into on the dates signed below. This agreement may be revised only with the signatures of the leaders of both institutions.



 Dr. Chris Maggio
 President, Northwestern State University

7/29/19
 Date



 Mr. James Elrod
 CEO, Willis Knighton Health System

6-7-2019
 Date