

Health Care Leader Scholarship Guidelines and Procedures



Focus

The purpose of the Blue Cross Blue Shield of North Dakota (BCBSND) Caring Foundation Health Care Leader Scholarship is to identify, cultivate and advance the next generation of health care leaders in North Dakota. A Health Care Leader Scholarship winner will receive a total of \$5,000 to develop an innovative and impactful project in the area of health care which incorporates a leadership development plan designed to support a successful project outcome, as well as academic and personal growth.

A successful applicant will be selected based on expressed and demonstrated commitment to leadership, academic achievement, community involvement and long-term career interest in health care.

To apply for the scholarship, students should visit their school's external scholarships webpage or visit www.ndcaring.org for an application.

Applicants should provide 1) their answers to the questions found in the application 2) a one to two page summary of their proposed health care leadership project plan 3) a copy of their most recent unofficial transcript and 4) an academic or professional letter of recommendation by Oct. 1, 2025, to BCBSND Caring Foundation via email at caringfoundation@bcbsnd.com.

Eligibility

This scholarship is competitive and shall be provided to one student enrolled in a North Dakota undergraduate or graduate program relevant to health care leadership, including public health, business, health care administration or related areas.

Once a successful winner of the Health Care Leader Scholarship, the recipient is not allowed to reapply in future years. However, they can apply in the future for the Health Profession Scholarship.

Requirements

To be eligible for consideration for this scholarship, student applicants must meet the following criteria:

- Be a resident of North Dakota
- Be enrolled as a full-time undergraduate or graduate student at a North Dakota university or college
- Have completed at least their junior year of undergraduate coursework or enrolled in a graduate program
- Pursue a degree in health care or business administration and plan to work in a health care-related field with a leadership track
- Preference will be given individuals planning to live and work in North Dakota
- Be in good academic standing, maintaining a cumulative GPA of 3.25 or higher
- Demonstrate financial need

Selection

Applications will be reviewed by a panel, and the winner will be selected based on criteria that may include, but is not limited to, the following: prior academic performance; performance of each applicant on tests designed to measure ability and aptitude for educational work; recommendations from instructors of each applicant and any others who have knowledge of the applicant's capabilities; additional biographical information regarding an applicant's career;

academic and other relevant experiences; financial need and conclusions that the BCBSND Caring Foundation Scholarship Committee may draw as to the applicant's motivation, character, ability or potential. Criteria may also include the applicant's place of residence, past or future attendance at a particular school, past or proposed course of study or evidence of his or her artistic, scientific or other special talent. The recipients of this scholarship award must fully meet the parameters identified in the requirements section set forth on this document.

After initial review of all the applicants, the scholarship committee will meet with the top three applicants during an in-person or video conference interview to make a final determination of the winner. A successful applicant will be selected based on expressed and demonstrated commitment to leadership, academic achievement, community involvement and long-term career interest in health care.

Project plan

All applicants must submit a fully developed plan describing an innovative and impactful health care leadership project plan to be completed during the academic year the scholarship is awarded. The plan should include a full description of the project.

Project plans are to be seen as an in-depth model but are not expected to be real-life implemented. Project plans should be centered around improving health outcomes and be related to the Triple Aim of Health Care: Population Health, Patient Experience and Cost.

Examples could include, but are not limited to:

- Proposal for an innovative incentive program at gyms and fitness centers in North Dakota that promote improved overall health and well-being of the population
- Program to increase the usage of virtual care in older populations to lessen the cost of health care and increase access
- Program that increases promotion of ambulatory services compared to hospital services
- An online program/app that promotes well-being and mental health with daily health check-ins, therapy sessions and meaningful communication with others
- Program that partners with organizations in the area to incentivize the limited use of tobacco/nicotine/vaping products

Project plans must include:

- Purpose/aim - What problem are you solving?
- Mock implementation plan
- Benchmarks/indicators in which you will measure success
- Mock budget
- Review of stakeholders – Which ND health organizations would be most interested in this innovation?

To support this individual in gaining professional experience, the winner will be expected to present a comprehensive overview of their completed project during a one-hour presentation, including how the mock project could be executed, to the BCBSND Caring Foundation staff and Board of Directors upon completion of their project. Failure to present a completed project to the Caring Foundation staff and Board of Directors will cancel the final \$2,500 payment.

The applications, essay, one letter of academic or professional reference and a copy of the applicant's most recent unofficial grade transcript should be submitted to BCBSND Caring Foundation via email at caringfoundation@bcbsnd.com by Oct. 1, 2025. Applications received after Oct. 1 will not be accepted. Incomplete applications will not be considered. All applicants will be advised of funding decisions regarding their application by Nov. 1, 2025. The award funds will be distributed in two \$2,500 payments, the first payment upon notification of award and the second payment at the completion of the final project. The scholarship funds to the awardee will be

mailed directly to the qualified academic institution to be used only for qualified tuition or other related expenses. If the Foundation determines that any part of the award has been used for improper purposes, the Foundation shall take all reasonable and appropriate steps to recover the scholarship funds and/or ensure restoration of the funds to the proper purposes of the award.

The scholarship awardee will also be asked to sign a release form in which their name and photo can be used in BCBSND Caring Foundation Health Care Leader Scholarship promotional materials.

Timeline

- Applicants complete application by Oct. 1, 2025.
- Top three applicants are interviewed in-person or by video to discuss their applications.
- Winning applicant is selected by Nov. 1, 2025, and the first payment installment of \$2,500 is sent to enrolled school.
- Applicant has the remainder of the academic year to develop a plan and presentation for the project.
 - Applicant must provide bi-monthly updates regarding research, schooling and/or mentoring they are receiving throughout the school year that is related to final project presentation.
- A date near the end of their school's academic year is selected for applicant to present their final plan.
- The applicant will present their completed project proposal in-person to the BCBSND Caring Foundation staff, board and review committee.
- Final \$2,500 installment is sent to enrolled school after final presentation.