Thank you for your interest in the Post-Baccalaureate Nurse Residency Program at UW Hospital and Clinics (UWHC) in Madison, Wisconsin. UWHC is a 471-bed facility that ranks among the finest academic medical centers in the United States. Frequently cited in publications listing the nation's best health care providers, UW Hospital and Clinics is recognized as a national leader in fields such as cancer treatment, pediatrics, ophthalmology, surgical specialties and organ transplantation.

Our Post-Baccalaureate Nurse Residency Program is for newly graduated nurses like you. This program is part of a national initiative developed by leaders in the nursing profession across the country. Our Nurse Residency Program offers baccalaureate graduate nurses an exceptional start to their careers, while working alongside highly skilled professionals, many of whom are leaders in their field. The program includes guided classroom and clinical experiences to prepare you for the successful and challenging career that awaits you.

Critical Care Nurse Resident positions are available for new graduates who are interested in making a commitment to critical care nursing. This specialized program includes a structured educational component integrated with precepted clinical experiences and competency development.

The Nurse Residency Program begins every June, July and September. There are two parts of the application that are required. You will need to apply on-line at www.uwhealth.org. Go to the Advanced Job Search and enter “Nurse Resident” in the Keyword field. The position is listed as "Nurse Resident – Summer 2010 (May Grads)"- #98628. The online application process includes completing a behavioral assessment which is required, therefore plan on this process taking at least 20 to 25 minutes. You will also need to complete the attached application materials. Applications are requested by the suggested deadline, yet accepted on a continuing basis. Enclosed are application materials including a fact sheet describing the Nurse Residency Program, eligibility requirements, and the application process. Nurse Residency opportunities are offered on a variety of UW Hospital’s nursing units including:

- Medical
- Surgical
- Oncology
- Neurosciences
- Rehabilitation
- Transplant
- Pediatrics
- Inpatient Operating Room
- Cardiac
- Burn Unit
- Emergency Department
- Critical Care
- Clinical and Translation Research Core
- Hemodialysis
- Home Health
- Psychiatry
- Care Initiation

You will transition into a Nurse Clinician position after successfully completing orientation. The Nurse Residency Program will continue to provide mentoring, specialized classes, expert guidance and support for the remaining portion of your first year.

We hope you agree that the UW Hospital Nurse Residency Program is a valuable opportunity as you start your professional career. You can anticipate a rewarding and challenging experience at UW Hospital. If you have questions, please call 608-261-0040 or toll free at 800-443-6164.
UNIVERSITY OF WISCONSIN HOSPITAL & CLINICS
NURSE RESIDENCY PROGRAM

Deadline Information

Summer 2010
Application materials received by December 7, 2009 will receive primary consideration for selection into the Summer 2010 Nurse Residency Program. Applications received after December 7, 2009 will be reviewed for admission based on continued program openings.

Nurse Residents are accepted into this program based upon the submitted application packet.

Applications are requested by the above deadline, yet will be accepted on a continuing basis.
UNIVERSITY OF WISCONSIN HOSPITAL & CLINICS
NURSE RESIDENCY PROGRAM

Application Procedure Checklist

Please return the following materials to be considered for a position in the Nurse Residency Program at UW Hospital and Clinics.

_____ If you have not already, you will also need to apply on-line at www.uwhealth.org for a Nurse Resident position on the UWHC part of our website, which includes a Behavioral Assessment

_____ Resume (detailing relevant clinical experiences including senior level clinical and work history)

_____ Goal Statement

_____ Clinical Interest Checklist

_____ Official Academic Transcript (cumulative GPA 3.0 or above on a 4.0 system)

_____ Two reference forms addressing clinical judgment, clinical practice, and scholarship from Clinical Nursing faculty. References can be sent in at any time; we encourage you to submit your application even if you are still waiting for references.

_____ One reference form from either a Clinical Nurse Manager, externship preceptor, or supervisor of past/current employment. References can be sent in at any time; we encourage you to submit your application even if you are still waiting for references.

Return all materials to: Nurse Residency Program
University of Wisconsin Hospital and Clinics
Recruitment Center
5105 University Avenue
Madison, WI 53705
UNIVERSITY OF WISCONSIN HOSPITAL & CLINICS
NURSE RESIDENCY PROGRAM

I. Eligibility Requirements
   • Recent graduation from a BSN accredited nursing program;
   • Cumulative Grade Point Average (GPA) of 3.0 or above on a 4.0 system for undergraduate work;
   • Three exemplary letters of reference for clinical judgment, practice, and scholarship, with at least two from faculty members;
   • Goals for professional development;
   • Licensed as a Registered Nurse in the State of Wisconsin or have obtained a Wisconsin Temporary RN License/Work permit. (See VI. for more information on NCLEX / Temporary Permit.)
   • Positive work performance/ references

II. Educational Component
   The program emphasizes development of clinical and leadership skills for the advanced beginner nurse with a goal of becoming a fully integrated partner within the health-care team. Components of the program include in-depth development of leadership skills, analysis of evidence through reviews of the literature, application of outcomes data to patient care improvements and professional development and coaching to clinical success. Through experiences designed by expert nurses you will further develop your skills and critical thinking in the following areas: patient safety, leadership abilities, research-based practice, professional career development, and written and verbal communication skills. To support continued learning and preparation for assuming a professional role upon program completion, the Nurse Resident will be placed in a four or six-month preceptorship.

III. Expectations of the Nurse Resident
   As a Nurse Resident, you will agree to:
   • Commit to full-time employment for a minimum of one year on the unit for which you are hired
   • Fulfill obligations of a first-year member of the professional nursing staff on an assigned clinical service and adhere to all institutional guidelines as a member of the professional nursing staff
   • Develop and utilize mentor relationships
   • Participate actively in learning experiences

IV. Scheduling
   • During the orientation part of the program, Nurse Residents work 8 hour shifts, following along with preceptor(s) schedule(s). The orientation period is four months for general care and six months for critical care and will be worked in 8-hour shifts.
   • Nurse Residents work a Day/Evening or Day/Night schedule. This may change during the orientation period.
   • Toward the end of your orientation, your manager will determine a position for you, based on current vacancies and the staffing needs of the unit. Your assigned position will be worked in 8, 10, and/or 12 hour combination of shifts.
   • Nurse Residents transition into this Nurse Clinician positions, following orientation.
• If a position is not available at the time of transition from Nurse Resident to Nurse Clinician, you will be placed into an over-hire position on your original unit. According to our collective bargaining agreement, you will then be placed into a vacancy on your unit. This may be a different shift than your over-hire position you were placed into upon transition.

V.  Compensation & Benefits
UWHC employees enjoy competitive salaries and a comprehensive benefit package including:

\[\text{Salary:\ }\$27.87\text{ per hour with added inpatient, weekend, and shift differential}\]
\[\text{Paid bi-weekly}\]

\[\text{Benefit eligibility:\ Wisconsin Retirement System}\]
\[\text{State Group Health Insurance and Major Medical and Dental Insurance}\]
\[\text{Life Insurance}\]
\[\text{Employee Reimbursement Accounts}\]
\[\text{Tax-Sheltered Annuity Program/Deferred Compensation}\]

(Please see "Nursing (SEIU) Employee Information" for additional information)

VI.  NCLEX / Temporary License / Nurse Tech Information
• This section contains very important information regarding temporary nursing licenses, NCLEX and your possible role in a UWHC Nurse Tech position. Please read all information very carefully to determine when you will take the NCLEX, as it can impact your employment.

• Regarding Credentialing, the Wisconsin Department of Regulation and Licensing, Board of Nursing website states the following requirement:

\[\text{"Successfully complete the NCLEX examination for registered nurses. It is important to take this test, and if needed, to retest promptly. Per the Board of Nursing decision in April 2004, a nursing graduate who does not hold a temporary permit or who has failed this exam may continue to work as a nurse tech for up to 6 months past his/her date of graduation."}\]

• If you are not successful in passing the NCLEX prior to starting the program, you will not be eligible to start the Nurse Residency Program, and therefore will not be eligible for employment at UWHC.

• If you begin the Nurse Residency Program prior to taking the NCLEX and are not successful in passing the exam the following will occur:
  o You will be transferred into a Nurse Technician position and moved to another unit, if you have time to retest, prior to your six month date of graduation. You are able to be in a Nurse Tech role for up to six months from your date of graduation. You must retake the exam within 45-60 days of initially failing the exam (per NCLEX guidelines) and within the six months of your graduation date (per State of Wisconsin Department of Regulation and Licensing guidelines).
  o If you are then successful in passing the exam, you would then go back to your original unit and re-enter the Nurse Residency Program.
  o If you are not successful in passing the exam, your employment will end if your timeline will not allow you to retest within six months of your graduation date.

• For additional information from the State of Wisconsin Department of Regulation and Licensing, please check the website at [http://drl.wi.gov/prof/rn/cred.htm](http://drl.wi.gov/prof/rn/cred.htm).
Nursing (SEIU) Employee Information  
Effective 6/21/09 until 6/19/10

This benefit summary is intended for regular status employees covered under the SEIU collective bargaining agreement with UW Hospital and Clinics (UWHC). While every effort has been made to ensure the accuracy of this information, in the event of discrepancy, current policy or administrative guidelines will prevail. These benefits are subject to collective bargaining and therefore are subject to change with union contract. Questions can be directed to UWHC Human Resources Benefits at (608) 263-6500.

### Wages

The starting base wages for Registered Nurses is based on the number of documented years of work experience as a Registered Nurse is $27.87 per hour.

**Differentials**

- **Twenty-four Hours a Day by Seven Days a Week**  
  Nurses working in the areas designated as 24/7 units such as inpatient nursing units, Inpatient Dialysis, Emergency Department, Inpatient Operating Room, Inpatient PACU, Radiology, Cardiac Cath Lab, and EP Lab will receive an additional $2.00 per hour.

- **Shift Rotation of Day/Evening or Day/Night**  
  Nurses working between the hours of 5 p.m. and 11 p.m. receive an additional $1.50 per hour.  
  Nurses working between the hours of 11 p.m. and 7 a.m. receive an additional $2.50 per hour.

- **Weekend**  
  Nurses working between 7 p.m. Friday and 11:59 p.m. Sunday receive an additional $3.15 per hour.

**Premium Pay**  
Pay is earned at the rate of time and one-half for any time worked over 40 hours per week and on the legal holidays.

### Retirement Plans

**Wisconsin Retirement System**  
Employees are automatically eligible and enrolled in the Wisconsin Retirement System (WRS) on their 1st day of employment. UWHC contributes 10% of employee earnings to the WRS and pays for the plan administrative fees. There are no required employee contributions to the WRS. The WRS offers benefits upon retirement, death, disability and termination. Eligible employees receive a lifetime retirement annuity based on three highest years of UWHC earnings. Early retirement is allowable at age 55 with reduced benefits. Full benefits can be received at age 57 with 30 years of service.

**Supplemental Retirement Plans**  
Employees are eligible to participate in both the Wisconsin Deferred Compensation (WDC) 457 and Tax Sheltered Annuity (TSA) 403(b) plans. Both plans allow employees to make pre-tax supplemental retirement savings contributions. Employees under age 50 may contribute up to $16,500 to each plan. Employees who will be age 50+ by the end of the calendar year may contribute up to $22,000 to each plan. Employees may enroll in these plans at any time. There are no UWHC contributions for these plans as UWHC contributes to the WRS benefit described above.
Employee Premiums
Monthly employee premiums for the health plans described below:

<table>
<thead>
<tr>
<th>Benefit Plan</th>
<th>Single</th>
<th>Single + 1</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>HMO Health Plan*</td>
<td>$26</td>
<td>N/A</td>
<td>$75</td>
</tr>
<tr>
<td>Indemnity Health Plan*</td>
<td>$138</td>
<td>N/A</td>
<td>$396</td>
</tr>
<tr>
<td>Supplemental Dental</td>
<td>$20.05</td>
<td>$39.17</td>
<td>$61.85</td>
</tr>
<tr>
<td>Supplemental Vision</td>
<td>$5.83</td>
<td>$11.34 - $11.88</td>
<td>$17.82</td>
</tr>
</tbody>
</table>

*With UWHC contribution

Health Insurance
- UWHC offers comprehensive health insurance coverage with no policy deductibles and no office visit co-pays. Prescription co-pays are $5 generic, $15 brand name, and $35 non-formulary. Members can choose from a variety of health maintenance organizations (HMOs) and a traditional indemnity plan. All HMO plans include basic dental coverage and annual vision exams.
- Coverage with UWHC contribution is effective the 1st of the month following 2 months of employment. UWHC pays approximately 97% of the total monthly premium for HMO plans. Early coverage with no UWHC contribution is available the 1st of the month following employment. Employee will be responsible for 100% of the monthly premium until the 1st of the month following 2 months of employment.

Supplemental Delta Dental Insurance
Employees may elect a supplemental dental plan that, with a $25 - $50 annual deductible, covers diagnostic and preventative services at 100%, basic services at 80%, major services at 50% and orthodontic services for eligible dependents at 50% (up to a lifetime maximum benefit of $1,250). The plan has an annual benefit maximum of $1,000 per person. Coverage begins on the 1st of the month following 30 days of employment.

Supplemental Vision Insurance
Employees may elect a supplemental vision plan that covers an annual eye exam with a $10 co-pay, and lenses every 12 months, frames every 24 months, and contacts (up to 4 boxes) every 12 months in lieu of lenses and frames - all with a $25 co-pay. Specific participating providers required. Coverage begins on the 1st of the month following 30 days of employment.

Short Term Health Insurance
Alternatives to electing early health coverage during the health insurance waiting period may include electing COBRA continuation from your former employer, utilizing your spouse’s health plan (if applicable) or looking into temporary or gap insurance plans. Resources for temporary plans include:

- **Unity** - (800)362-3310
  [http://www.unityhealth.com](http://www.unityhealth.com) (Scroll down and click on Individual Health Plans.)
- **Blue Cross/Blue Shield** - (800)498-6081 - Temp Plan
- **WPS** – (800)236-1448 – Instant Protection Plan
**Income Continuation Insurance (Disability)**

- Employees may receive up to 75% of salary up to a maximum of $4,000 per month for any approved disability. Benefits are payable after an elimination period of 30 calendar days and the exhaustion of the employee’s sick leave. A supplemental plan is available for employee salaries exceeding $64,000 up to $120,000.

- Disability premiums are based on a combination of earnings and sick leave balance. For new employees, the UWHC contribution begins at 0%. Sick leave balances are reviewed annually and employer contributions will increase as the employee reaches certain sick leave balances. There is no UWHC contribution for the supplemental plan.

- Employees are eligible for coverage the 1st of the month following completion of six months of Wisconsin Retirement System (WRS) participation.

**Life Insurance**

- Employees may elect State Group term life insurance up to 5 times their annual salary rounded to the next thousand. Employee coverage includes Accidental Death and Dismemberment benefit. Spouse and dependent coverage are also available. Continuation options after retirement are available for employees who meet certain eligibility requirements. A reduced coverage amount can be converted to pay for health insurance premiums upon retirement.

- Premiums are based on a combination of annual earnings and employee age. UWHC contributes to the monthly premiums for up to 2 times the employee’s salary. There is no UWHC contribution for spouse/dependent coverage and employee coverage levels of 3-5 times salary.

- Employees are eligible for coverage the 1st of the month following completion of six months of Wisconsin Retirement System (WRS) participation.

- Supplemental Life Insurance: UWHC also offers 3 additional life insurance products that offer term life and accidental death and dismemberment benefits for employee, spouse/domestic partner and eligible dependents. These programs are completely funded by the employee. There are no UWHC contributions to these plans.

**Employee Reimbursement Accounts (Flexible Spending)**

Employees are eligible to participate in a voluntary flexible benefit plan to set aside up to $5,000 pre-tax dollars for dependent care and up to $7,500 for non-covered medical and dental expenses. Employees have a 30 day deadline to enroll in this benefit. The plan is based on expenses incurred during the calendar year. After the first year, enrollment takes place in October for the following calendar year. UWHC pays all administration fees for this plan.
Paid Time Off

Regular SEIU-represented employees receive their paid leave time on a fiscal year basis. Time is allocated from January 1st through December 31st each year. All paid time off is prorated for part time employees.

- **Legal Holiday**: Nine (9) paid legal holidays include New Year’s Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas Eve, Christmas Day and New Year’s Eve.

- **Sick Leave**: Full time employees earn 13 days per year. Unused sick leave can be used to pay health insurance premiums upon retirement.

- **Vacation**: Vacation is earned each pay period. An employee’s vacation allotment is based on years of service as indicated below. Full time employees also receive 4 floating personal holiday hours each year.

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Vacation Allotment</th>
<th>Years of Service</th>
<th>Vacation Allotment</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 &lt; 5</td>
<td>13 days (104 hours)</td>
<td>15 &lt; 20</td>
<td>23 days (184 hours)</td>
</tr>
<tr>
<td>5 &lt; 10</td>
<td>18 days (144 hours)</td>
<td>20 &lt; 26</td>
<td>25 days (200 hours)</td>
</tr>
<tr>
<td>10 &lt; 15</td>
<td>20 days (160 hours)</td>
<td>26+</td>
<td>28 days (224 hours)</td>
</tr>
</tbody>
</table>

Clinical Certification Reimbursement

Nurses are encouraged to pursue clinical certification in a clinical specialty. Reimbursement rates vary according to the clinical certification obtained. Certain eligibility criteria apply. Annual bonus of $300 paid to nurses maintaining national certification on July 1st. Eligibility for certification bonus includes FTE 50% or greater, minimum of one year successful work in a UWHC position represented by 1199 and must be in good standing in work related duties. Certification must be from an appropriate nationally recognized professional organization and must be directly related to the employee’s current position and present assignment. Temporary, per diem and project appointment staff are not eligible.

Tuition Reimbursement

Tuition reimbursement is available to assist nurses in fully achieving their nursing career potentials. Each nurse will be allowed reimbursement for job-related courses not exceeding 15-semester hours per academic year. Tuition costs plus fees will be reimbursed based on successful completion of approved courses (capped at UW-Madison in-state rates). Reimbursement is prorated based on FTE for nurses with less than five years of UWHCA seniority; however, nurses with at least 80% FTE will receive 100% reimbursement. Certain eligibility criteria apply per "Tuition Reimbursement Policy".
Parking rates are approved annually by the UW Campus Transportation Committee and are subject to change. The following rates are effective from September 1, 2009 through August 31, 2010.

<table>
<thead>
<tr>
<th>Location or Type of Lot</th>
<th>Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Madison Metro Bus (Faculty/Staff Bus Pass)</td>
<td>Free</td>
</tr>
<tr>
<td>Park and Ride (Commuter Lots, Includes Faculty/Staff Bus Pass)</td>
<td>Free</td>
</tr>
<tr>
<td>Baselot Level One: 60 &amp; 131</td>
<td>$485</td>
</tr>
<tr>
<td>Baselot Level Two: 59, 64, 76, &amp; 82</td>
<td>$735</td>
</tr>
<tr>
<td>Baselot Level Three: 79, 85, &amp; 95</td>
<td>$1075</td>
</tr>
</tbody>
</table>

For further information regarding transportation, please visit the University of Wisconsin Transportation Services website at www2.fpm.wisc.edu/trans or contact the Health Sciences Unit Transportation Coordinator at healthsciencesparking@mailplus.wisc.edu.
Registered Nurse License

Nurses must be licensed in Wisconsin or a compact state or possess a temporary Registered Nurse license prior to the start date of employment.

Contact information for Wisconsin licensure:

Post Office Mailing Address:
State of Wisconsin
Department of Regulation and Licensing
PO Box 8935
Madison, WI 53708-8935

Street Address:
Department of Regulation and Licensing
1400 East Washington Avenue, Room 173
Madison, WI 53703

Email Address: web@drl.state.wi.us

Website: drl.wi.gov

Telephone Numbers:
Main number: (608) 266-2112
Long Distance: (877) 617-1565
Bureau of Health Service Professions: (608) 266-0145
Name: ___________________________ Date of Graduation: ____________

**Clinical Interests**

Enclosed you will find a handout describing the Inpatient Units. Please indicate:

- your top three areas of clinical interest with a checkmark ( √ )
- other areas of interest with a ( X )
- areas you would not consider with a ( NO )

<table>
<thead>
<tr>
<th>Areas of Interest</th>
<th>Areas of Interest</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pulmonary/GI/Renal</td>
<td>General Surgery/Trauma</td>
</tr>
<tr>
<td>General Medicine/Geriatrics</td>
<td>GYN/Urology/Plastics/ENT</td>
</tr>
<tr>
<td>Family Practice and Forensics</td>
<td>Transplant</td>
</tr>
<tr>
<td>Neurosciences General Care</td>
<td>Orthopedics</td>
</tr>
<tr>
<td>Neurosciences ICU</td>
<td>Trauma Life Support Center</td>
</tr>
<tr>
<td>Acute Rehabilitation</td>
<td>Burn</td>
</tr>
<tr>
<td>Psychiatry</td>
<td>Emergency Department</td>
</tr>
<tr>
<td>HEM/ONC/BMT</td>
<td>Pediatric Intensive Care</td>
</tr>
<tr>
<td>Heart &amp; Vascular</td>
<td>Pediatrics: Hem/Onc, Neuro, ENT, and Plastics</td>
</tr>
<tr>
<td>Cardiac Medical ICU</td>
<td>Pediatrics: General</td>
</tr>
<tr>
<td>Inpatient Cardiology</td>
<td>Operating Room</td>
</tr>
<tr>
<td>Cardiothoracic Surgery</td>
<td>Home Health</td>
</tr>
<tr>
<td>Hemodialysis</td>
<td>Care Initiation Unit</td>
</tr>
<tr>
<td>Clinical &amp; Translation Research Core</td>
<td></td>
</tr>
</tbody>
</table>
Post-Graduate Nurse Program Goal Statement

Please submit a one-page typewritten letter delineating specific goals for your professional development. Include your motivation for application to this program.
Applicant's Name: _______________________________________  Graduation Date: ________

Name of Person Giving Reference: _________________________  Date: _________________

Place of Employment: _______________________________  Title: ______________________

Relationship to Applicant: ________________________________________________________

**CLINICAL JUDGEMENT**
Below Average _____  Average ____  Above Average ___  Superior ____
Comments:  ___________________________________________________________________
_____________________________________________________________________________

**CLINICAL PRACTICE**
Below Average _____  Average ____  Above Average ___  Superior ____
Comments:  ___________________________________________________________________
_____________________________________________________________________________

**SCHOLARSHIP**
Below Average _____  Average ____  Above Average ___  Superior ____
Comments:  ___________________________________________________________________
_____________________________________________________________________________

**COMMUNICATION SKILLS**
Below Average _____  Average ____  Above Average ___  Superior ____
Comments:  ___________________________________________________________________
_____________________________________________________________________________

**INITIATIVE**
Below Average _____  Average ____  Above Average ___  Superior ____
Comments:  ___________________________________________________________________
_____________________________________________________________________________

**TEAM BUILDING**
Below Average _____  Average ____  Above Average ___  Superior ____
Comments:  ___________________________________________________________________
_____________________________________________________________________________

(Please use reverse side or add additional sheets if needed)
NURSE RESIDENCY PROGRAM REFERENCE

Applicant's Name: _______________________________________  Graduation Date: ________

Name of Person Giving Reference: __________________________  Date: _________________

Place of Employment: _______________________________  Title: ______________________

Relationship to Applicant: ________________________________________________________

**CLINICAL JUDGEMENT**
Below Average _____  Average ____  Above Average ____  Superior _____
Comments:  ___________________________________________________________________
_____________________________________________________________________________

**CLINICAL PRACTICE**
Below Average _____  Average ____  Above Average ____  Superior _____
Comments:  ___________________________________________________________________
_____________________________________________________________________________

**SCHOLARSHIP**
Below Average _____  Average ____  Above Average ____  Superior _____
Comments:  ___________________________________________________________________
_____________________________________________________________________________

**COMMUNICATION SKILLS**
Below Average _____  Average ____  Above Average ____  Superior _____
Comments:  ___________________________________________________________________
_____________________________________________________________________________

**INITIATIVE**
Below Average _____  Average ____  Above Average ____  Superior _____
Comments:  ___________________________________________________________________
_____________________________________________________________________________

**TEAM BUILDING**
Below Average _____  Average ____  Above Average ____  Superior _____
Comments:  ___________________________________________________________________
_____________________________________________________________________________

(Please use reverse side or add additional sheets if needed)
NURSE RESIDENCY PROGRAM REFERENCE

Applicant's Name: _______________________________________  Graduation Date: ________

Name of Person Giving Reference: _________________________  Date: _________________

Place of Employment: _________________________________  Title: ______________________

Relationship to Applicant: ________________________________________________________

**CLINICAL JUDGEMENT**
Below Average _____  Average ____  Above Average ___  Superior ____
Comments: ___________________________________________________________________
_____________________________________________________________________________

**CLINICAL PRACTICE**
Below Average _____  Average ____  Above Average ___  Superior ____
Comments: ___________________________________________________________________
_____________________________________________________________________________

**SCHOLARSHIP**
Below Average _____  Average ____  Above Average ___  Superior ____
Comments: ___________________________________________________________________
_____________________________________________________________________________

**COMMUNICATION SKILLS**
Below Average _____  Average ____  Above Average ___  Superior ____
Comments: ___________________________________________________________________
_____________________________________________________________________________

**INITIATIVE**
Below Average _____  Average ____  Above Average ___  Superior ____
Comments: ___________________________________________________________________
_____________________________________________________________________________

**TEAM BUILDING**
Below Average _____  Average ____  Above Average ___  Superior ____
Comments: ___________________________________________________________________
_____________________________________________________________________________

(Please use reverse side or add additional sheets if needed)
Nursing Unit Descriptions

Pulmonary, GI, Renal Intermediate Care Unit
This dynamic Pulmonary, GI, and Renal Medical Unit with telemetry monitoring consists of 26 general care and 6 intermediate care (IMC) beds. Patients being weaned from mechanical ventilation, those requiring arterial lines, vasoactive or antiarrhythmic drips receive close monitoring in the IMC. Nurses are skilled at caring for patients with a variety of pulmonary, gastrointestinal, and renal diseases including patients with AODA problems. Many patients face a variety of long-term challenges. Therefore, nurses work closely with multiple disciplines to plan and provide care for patients and families within the hospital setting and at home.

General Medicine/Geriatrics
Nurses on this 28-bed unit meet the daily challenges of caring for a wide array of medical patients including subspecialties such as immunology, rheumatology, endocrinology, and geriatrics. This provides a unique opportunity for nurses, as well, to work within a collaborative framework. Patients often have multiple diagnoses. Some of the primary disease processes seen include pneumonia, COPD, CHF, AIDS, acute and chronic renal failure, cellulitis, gastrointestinal bleeds, deep vein thrombosis, and diabetes mellitus. Telemetry monitoring is for up to eight patients. There is a keen awareness of the psychosocial issues faced by patients and families as they cope with chronic illness. Discharge planning is an important part of the patient's care and nurse’s collaboration with case managers and social work is an essential part of this. F6/5 East provides a wonderful place to stretch one's nursing skills among a very supportive staff.

Family Medicine and Forensics
Family Medicine is a fast paced acute medical service seeing patients admitted by the Family Practice Service. Patient diagnoses might include rule out MI, pneumonia and other infections, asthma exacerbation, GI problems and other acute medical illnesses on this 14-bed unit. The Forensics Unit is 10-bed secure nursing unit and provides care for adult male patients who are inmates in the correctional system of the State of Wisconsin. Employees from the Department of Corrections provide security coverage for the nursing and medical staff while they care for these patients. All services admit to the Forensic Unit, so it is truly a medical/surgical patient population. Additional inpatient inmates may include those males from federal institutions, the forensic institutions, the forensic unit at Mendota Mental Health and court ordered county inmates.

Neurosciences General Care Unit
Nurses on this 26-bed unit specialize in treating and managing patients with post head and spinal cord injuries, cerebral strokes, central nervous system tumors, cerebral aneurysms, ALS and other neuro-generative diseases. Nurses are involved in comprehensive seizure and movement disorders evaluation and treatment, as well as coordinating and evaluating recovery of neurosurgical patients.
Neuroscience ICU Unit
Nurses will provide intensive care to patients who are acutely ill from a neurological deficit. This unit specializes in subarachnoid hemorrhages, unstable strokes, traumatic brain and spinal cord injury. The Neuroscience ICU is a 16 bed ICU which provides ICP monitoring and hemodynamic monitoring of unstable patients. NICU will provide nurses the opportunity to work with neurological and neurosurgical populations.

Acute Rehabilitation
Nurses on this 21 bed CARF accredited unit provide complex care to individuals who require acute rehabilitation following a major event such as a spinal cord injury, stroke, brain injury, amputation, and multiple traumas. Nurses are involved in managing the medically complex issues and coordinating appropriate treatments to prepare patients for discharge. Rehabilitation nurses are an integral part of a multidisciplinary rehabilitation team whose goal is to restore maximum functional independence for patients.

Emergency Department
The Emergency Department offers comprehensive services with access to a full team of sub specialists for our immediate community and referrals from regional hospitals and organizations. Approximately 40,000 patients a year are treated on an ambulatory, urgent and emergent basis in our 29 bed department. Its staff coordinates care with ground ambulances and Med Flight for severely ill and injured patients. As the focal point for emergency care, the Emergency Department performs diagnostic intervention, offers immediate consultations for cardiac catheterization, Level I trauma care, operative procedures, special diagnostic testing and definitive care for all patients – pediatrics to adults.

Trauma and Life Support Center
The Trauma Life Support Center (TLC) consists of an interdisciplinary team of health care professionals delivering comprehensive care for patients and families with complex medical, surgical or neurological illnesses as well as severe traumatic injuries. Together with physicians, respiratory therapists and pharmacists, nurses utilize advanced technologies and therapies, cutting-edge ventilatory management and provide sophisticated interventions to ensure optimal patient outcomes in this 24-bed unit. TLC offers motivated nurses an opportunity to gain advanced knowledge and skills in a supportive academic environment that fosters the development of critical care and critical thinking skills, as well as a strong continuing education program supported by both medicine and nursing.

Pediatric Intensive Care
The Pediatric ICU offers challenging and rewarding critical care nursing opportunities. Patients range from newborns through adolescence. PICU nurses provide comprehensive care for patients admitted with a wide variety of both medical and surgical issues including; acute head injuries, critical neurological disorders, pulmonary diseases, cardiac anomalies, organ transplantation, multi system organ failure, and ECMO. Primary nurses, with a highly skilled and committed multidisciplinary team, provide family-centered care to critically ill or injured children and their families in this state-of-the-art 21-bed unit.
Pediatric Hematology/Oncology, Neuroscience, ENT and Plastics Unit

Nurses on this 16-bed unit care for children from infancy through adolescence and deliver care through the Primary Nursing Care Delivery Model. Included on this unit is a four bed segregated transplant area for the children who are highly immunocompromised. Nurses will provide care to children receiving state of the art therapy for hematology, oncology, and immunology diagnosis. These treatments include MIBG and hematopoetic transplant. In addition, nurses care for children and adolescents requiring medical and surgical interventions for complex neurological, plastic and ear nose and throat diagnosis. The nursing staff on this unit provides a holistic and integrative approach to care which creates an environment that fosters opportunities for normalized growth and development. Through school and daily recreation programs, open visitation for parents, siblings, relatives and friends, rooming-in for a family member who wants to stay overnight. Nurses facilitate active participation of patients and family members in treatment and care. In addition, Madison area’s only approved hospital school is housed adjacent to this unit.

General Pediatric Unit

The General Pediatric Unit is a 24 bed high acuity unit that provides many opportunities for nurses who are interested in caring for children. Nurses care for children from New born to the adolescence who have a wide variety of complex medical and surgical problems, including organ transplantation, congenital anomalies, pulmonary disorders, renal disorders, cardiovascular defects, esophageal reflux, diabetes, trauma, urology surgical repairs, ventilator dependent patients, and patients with a tracheotomy. The care that is given is customized to the individual patients and family's physiological, emotional, cultural and spiritual needs. Our focus is health orientated; we will work in a collaborative manner by using our cutting edge skills in assessments, interventions and treatment to restore our children and their family to their highest level of recovery. The nurse works very closely with a multidisciplinary team which includes Physicians, Respiratory therapy, Physical therapy, Psychology, Surgeons, Case manager, Social worker and Child life specialists to coordinate a holistic plan of care for the patient and family.

General Surgery/Trauma/Bariatric Center of Excellence

The General Surgery/Trauma unit and Bariatric Center of Excellence is a 28 bed telemetry unit. Nurses on this unit are highly competent to care for high acuity patients while always maintaining compassionate, empathetic and patient centered care. Many of the patients and their families are experiencing life changing events as a result of their surgical outcomes or due to the traumatic injuries they have sustained. Staff team work is paramount to achieving the best patient outcomes due to of the complexities of the patients. Nurses provide care for a wide variety of surgical patients including GI, endocrine, liver, pancreas, as well as cancer and bariatric surgeries. This unit is the Bariatric Center of Excellence at UWHC which has state of the art bariatric rooms and equipment to better care for all bariatric surgical patients. Nurses are also trained and are highly competent to care for multisystem trauma patients. Trauma patients may be directly admitted to this unit from the emergency department or be transferred from the Trauma Life Support unit and may have sustained injury from motor vehicle, occupational or sporting accidents. Our surgical patients with scheduled admissions arrive after their completed surgeries. A strong emphasis is placed on professional development through continuing education for nursing staff; patient specific certifications and training; and developing experts on the unit to help teach and develop new staff to maintain the high standard of care nurses on this unit provide to patients.
Gynecology, Urology, Plastics, and ENT
Nurses on this 28-bed unit meet the acute care needs of gynecology and urology patients as well as those from plastic reconstructive surgery and ENT services. Nurses provide care for patients receiving new and innovative surgical procedures, administer chemotherapy to post-surgical patients and specialize in care of patients requiring one of the three lead-lined patient rooms for radioactive implants. Nurses plan individualized patient care during hospitalization as well as home care upon discharge. Such a combination of patient populations and the opportunity to participate in the most advanced surgical procedures being performed today provides wonderful learning opportunities and challenges nurses by requiring a broad range of surgical and medical nursing skills.

Transplant Unit
UW Hospital’s multi-organ transplant program is among the largest and most successful in the country. The Transplant Unit with 36-beds offers professionals the chance to practice on the forefront of kidney, liver and pancreas transplant nursing. Primary nurses teach patients about self-management of medications, dietary change, and assessing rejection symptoms-while preparing for discharge.

Orthopedics
Nurses on this 27 bed orthopedic unit provide care to patients with a variety of orthopedic injuries and conditions. High volume elective surgeries include joint replacements and spine surgeries. In addition to elective surgeries, the nurses on this unit care for trauma patients with a wide range of orthopedic injuries resulting from motor vehicle, industrial, farming, and other accidents. Surgical nursing is the major emphasis; however this population provides the opportunity to utilize both surgical and medical nursing skills, including cardiac telemetry monitoring. Pain management is a high priority with the orthopedic patient. Nurses are exposed to and become very proficient in utilizing multi-modal therapies in managing pain. Patient education and multidisciplinary collaboration are important aspects of care provided. Nurses work closely with physical therapy and play an integral part in preparing patients for a safe discharge.

Burn Unit
The seven-bed regional Burn Unit provides care to patients of all ages with all types of burns. It provides a fine opportunity for nursing, in caring for patients from the acute phase through rehabilitation and discharge planning to home. Nurses here are specifically trained in caring for burn patients. The nurse-to-patient ratio is determined by the severity and acuity of the patient’s burn.

Psychiatry
The Psychiatry Unit provides care for adult patients using medication intervention, individual and group therapy, occupational and activity therapy on this 20-bed unit. Nursing plays an integral role in this multidisciplinary team in coordinating care for patients often suffering from multisystem breakdowns requiring the integration of medical and psychiatric nursing skills.

Hematology, Oncology, Bone Marrow Transplantation and Palliative Care
Nurses on this 39 bed unit provide comprehensive care to adult patients requiring the following services: Medical Oncology, Hematology, Bone Marrow Transplantation, and Palliative Care. In order to provide a comprehensive, coordinated plan of care, the unit is comprised of a
multidisciplinary team that collaboratively strives to provide high quality care to our patients and their families. The services and treatments performed on this unit are multi-faceted and include physical care, psychosocial support, discharge planning, patient/family education and vigilant physical assessments. Nurses are knowledgeable in the administration of chemotherapy, blood products and antimicrobial medications.

**Heart and Vascular Unit**
The Heart and Vascular Unit is a 15-bed telemetry unit that cares for patients admitted to the vascular surgery, medical cardiology, or cardiac and thoracic surgery services. Also known as "HVC Progressive," it has general and intermediate care beds, providing a wide range of nursing care for patients with acute and chronic disease processes that require medical or surgical treatment, including catheterization. HVC Progressive is the home of Vascular Surgery, which treats Aneurysm repair, Arterial endarterectomies, and peripheral vascular occlusive disease including bypass grafting and percutaneous transluminal angioplasty. Nurses are experienced and competent to care for a blend of Heart and Vascular patients, including those with surgical and medical cardiology related diagnoses.

**Cardiac Medical Intensive Care**
Nurses on this seven-bed unit are dedicated to providing high quality intensive care to critically ill cardiac and medical patients. Patients are likely to be individuals with myocardial infarction, congestive heart failure, rhythm disturbances, pulmonary edema, or cardiogenic shock. In addition, medical patients with sepsis, acute renal failure, hematologic disturbances and respiratory failure may be admitted to this unit. Primary nursing care is delivered with a mixture of technological expertise and a positive commitment to meeting patient and family needs.

**Inpatient Cardiology**
The Cardiology Unit is a medical cardiology unit located adjacent to the Cardiac Intensive Care Unit. Primary nursing care is delivered for cardiology patients requiring diagnostic testing and state-of-the-art, non-surgical interventions for coronary artery diseases and dysrhythmia treatment. There is a strong emphasis on patient education on this 16-bed unit.

**Cardiothoracic Surgery Unit**
B4/5 (5B-West) is a 27 acuity adaptable bed unit, providing care to adult patients from a variety of specialty areas, with the emphasis on the cardiothoracic surgery patient population. The majority of patients on B4/5 are post-surgical inpatients that have undergone coronary artery bypass, valve replacement (aortic, mitral, and pulmonic), valve repair (aortic, pulmonic, tricuspid, and mitral), and thoracotomy for wedge resection, pneumonectomy, lobectomy, esophagogastrectomy, or photodynamic therapy. In addition, transplant patients (heart, lung, or heart/lung) during all phases of transplantation (pre-transplant evaluation, post-operative, annual evaluation, and acute/chronic organ rejection) are treated medically or with assist devices such as ventricular assist devices. A small number of patients are unable to safely wait for organ transplant at home and stay on the unit pre-transplant until an organ becomes available.

B45 has 27 acuity adaptable beds. We staff up to 8 ICU and 6 IMC beds. The goal of the acuity adaptable models is to provide seamless care from the time of admission to the time of discharge. Patients are admitted to any room in this unit and the nursing care revolves around the patient depending on their acuity. A Primary Nurse is assigned to every patient within 24 hours of admission. Primary Nurse develops and reviews the plan of care based on admission and ongoing assessments, personalizes the plan according to the patient’s unique needs, discusses the
plan with patient/family, communicates the plan to colleagues and other care providers, and modifies the plan as needed. Nurses are hired to work in the general care and IMC. Dependent on unit needs, nurses may be able to orient to the ICU at a later time.

**Inpatient Operating Room**
More than 14,000 surgical procedures are performed per year in UW Hospital’s 22 in-patient operating rooms. Nurses are an integral part of surgical teams that perform multispecialty procedures including transplant, oncology procedures and trauma.

**AFCH Operating Room**
This is a 6 suite operating room and 2 procedure room unit that provides care of pediatric surgical patients undergoing anesthesia. Nurses are an integral part of the surgical team that perform multispecialty procedures focusing on pediatric patients.

**Home Health Agency**
This state-licensed, Medicare-certified agency provides skilled nursing, PT, OT, speech, and home health aide visits to homebound patients in Dane County and the surrounding areas. Referral sources are hospitals, clinics, nursing homes, and other community agencies. Specialty consultation and/or programs include pain and symptom management, wound/skin care consultation, and mastectomy aftercare visits. All home care patients have a primary RN or therapist who provides and coordinates the plan of care to ensure continuity. Nurses and aides are assigned to work weekends and may work evenings several times per month. Primary nurses are also on call several times per month.

**Clinical and Translation Research Core**
The Clinical and Translation Research Core nursing staff provides comprehensive clinical research coordination and patient care in a collaborative multidisciplinary approach. The inpatient-outpatient unit of 11 inpatient beds, a spirometry room and 5-bay treatment center is complimented by additional research services at UW Children’s Hospital and neonatal research at Meriter Park Hospital. The center is funded by a grant from the National Institutes of Health Nursing combines expertise in care of subjects enrolled in clinical trials with medical/surgical nursing skill. Examples of research include studies related to asthma/allergy, hematology/oncology, Alzheimer’s disease, behavioral/psychiatric, and endocrine and metabolic system, rheumatology, and sleep disorders.

**Hemodialysis**
Health care professionals in this unit are skilled in providing intermittent hemodialysis and continuous renal replacement therapy to patients of all ages, neonatal to geriatric. These skills are performed in a fast-paced nine-station unit for adult patients as well as in various ICU and IMCU units throughout UWHC and Veteran’s Hospital. Pediatric patients are cared for in a separate three-station child-friendly environment at the Children’s hospital and Pediatric Intensive Care Unit. Major conditions treated include End Stage Renal Disease, Acute Renal Failure secondary to pre- and post-renal causes, multi-system organ failure and transplant support. Nurses work closely with multiple disciplines to plan care for patients requiring hemodialysis in outpatient settings.