



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 January, June, July, August, and September. There are two parts of the application that are required. You will need to apply on-line at www.uwhealth.org for a Nurse Resident position on the UWHC part of our website. 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

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

Application Procedure Checklist

Use the following dates as guidelines due to the high level of interest in this program:

- December graduates for January admission apply no later than October 15
- April/May Graduates
 - June admission apply no later than February 1
 - July admission apply no later than February 1
 - August admission apply no later than February 1
- May/August graduates for September admission apply no later than April 1

Applications are requested by the suggested deadline yet accepted on a continuing basis.

Please return all of 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)
- _____ Brief letter stating professional goals
- _____ 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.
- _____ One reference form from either a Clinical Nurse Manager, externship preceptor, or supervisor of past/current employment.
- _____ Background Information Disclosure Form

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 AND CLINICS NURSE RESIDENCY PROGRAM

I. Eligibility Requirements

- Recent graduation from an 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 you will be working eight hour shifts, following along your preceptor(s) schedule. (4 months for general care, 6 months for critical care and operating room)
- You will either be working a Day / Evening or Day / Night schedule. This may change once during the orientation period.
- Toward the end of your orientation, your manager will determine a position and shift rotation and length for you based on current vacancies and the staffing needs of the unit.
- You will transition into this Nurse Clinician position, following your orientation. If a position is not available on your unit at this time, you will be placed into an over-hire position on your unit, until a position is available on your unit. This could be a different shift than your over-hire position.

V. Compensation & Benefits

UWHC employees enjoy competitive salaries and a comprehensive benefit package including:

<i>Salary:</i>	\$26.07 per hour with added inpatient, weekend, and shift differential Paid bi-weekly
<i>Benefit eligibility:</i>	Wisconsin Retirement System State Group Health Insurance and Major Medical and Dental Insurance Life Insurance Employee Reimbursement Accounts Tax-Sheltered Annuity Program/Deferred Compensation

(Please see Benefits hand-out 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 if you are admitted into the program, as it can impact your employment.

Regarding Credentialing, the Wisconsin Department of Regulation and Licensing, Board of Nursing website states that you must:

*“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.”*

The UWHC Nurse Residency Program requires upon entry either a Wisconsin RN license or a temporary permit.

- If you are not successful in passing the NCLEX prior to the start of the program, you will not be eligible to start the program, since you are no longer eligible for a temporary permit.

Therefore, please be advised that if you take the NCLEX and are not successful in passing the exam after starting the program the following will occur:

- 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. Since you are only able to be in a Nurse Tech role for up to six months past your date of graduation, you must successfully retake the exam within 45-60 days, within the six month timeline from your date of graduation. If you are successful in passing the exam, you would then go back to your original unit and re-enter the Nurse Residency Program.
- Your employment will end if your timeline will not allow you to retest within six months of your graduation date. Again, you must have time to retake the exam within 45 – 60 days of initially failing the exam.

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>.

BENEFITS

The benefits we offer employees are an important reason UWHC is able to attract and retain such a talented and dedicated workforce. The following package is available to the registered nurse in a permanent full or part-time position. These benefits are subject to collective bargaining and therefore subject to change with union contract.

Salary

The starting base salary for Registered Nurses is based on the number of years of documented work experience as a Registered Nurse with a range from \$26.07 to \$34.81 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.

- **Shift Rotation of straight evenings, straight nights or evening/night**

Nurses working between the hours of 5 p.m. and 7 a.m. receive an additional \$3.75 per hour.

- **Weekend**

Nurses working between 7 p.m. Friday and 11:59 p.m. Sunday will receive an additional \$3.00 per hour.

- **Floating**

Nursing Operations Support (float) nurses receive an additional \$2.25 per hour for hours worked. Nurse who float from their core unit receive an additional \$1.00 per hour for hours worked.

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.

Vacation

Nurses earn 13 days (prorated based on part-time status) of vacation each year, increasing with years of service. Nurses may use up to 24 hours of vacation (prorated based on part-time status) during the original six-month probation.

Holidays

Nurses are entitled to nine legal holidays per calendar year and a half-day as a floating holiday, (prorated based on part-time status). Holidays are: January 1st, Martin Luther King's Birthday (3rd Monday in January), Memorial Day, July 4th, Labor Day, Thanksgiving, December 24th, December 25th, December 31st and floating holiday.

Sick Leave

Sick leave is earned at the rate of four hours per bi-weekly pay period or 13 days/year (pro-rated for part-time). Sick leave is used for personal illness, injury, maternity, or death in your immediate family. Unused sick leave accumulates from year to year with no limit. At the time of retirement, accumulated sick leave credits may be converted to pay health insurance premiums.

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 instate 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.

Health Insurance

Nurses have a choice of health plans with single or family coverage available. UWHC pays up to 100% of the premium effective first of the month following two months of employment depending on the specific plan selected. You may obtain coverage to start on the first of the month following employment; however you would pay the premium during that time.

Dental Insurance

Basic dental coverage is included in many of the group health insurance plans and in the catastrophic insurance plan. Additional major dental coverage is also available.

Spectera Vision Insurance

A vision exam is included with your health insurance plans. This insurance covers glasses or contacts after applicable co-pays are met.

Disability Insurance

This plan provides replacement income of 75% of salary to a maximum of \$7,500/month for employees that are unable to work because of a disability (both physical and mental disabilities are covered). Coverage continues for the length of disability, normally ceasing at age 65. Monthly premiums are based on salary and amount of accumulated sick leave balance.

Life Insurance

Coverage up to five times your annual salary is available first of the month following six months of employment under the Wisconsin Retirement System. UWHC contributes up to 63% of the premium. Employees may also secure coverage for their spouse (up to \$20,000) and dependents (up to \$10,000 each).

Retirement

Nurses are vested immediately in a portion of the *Wisconsin Retirement System*. The retirement contribution made by UWHC is equivalent to approximately 10% of the nurse's earnings.

Tax Sheltered Annuities

This program allows employees to invest a portion of their salary (pre-tax) into different retirement funds.

Employee Reimbursement Account

This program allows you to set aside money for eligible medical or dependent day care expenses before taxes are deducted from your paycheck. This means the amount of your income your taxes are based on will be lower, resulting in a tax savings.

Worker's Compensation

The State of Wisconsin Worker's Compensation Law covers all employees the day they start employment. The law covers both mental and physical harm from either accidents or occupational diseases.

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

E-Mail Address

web@drl.state.wi.us

Telephone Numbers

Main Number
(608)266-2112
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)

_____ Pulmonary/GI/Renal	_____ General Surgery/Trauma
_____ General Medicine/Geriatrics	_____ GYN/Urology/Plastics/ENT
_____ Family Practice and Forensics	_____ Transplant Unit/Intermediate Care
_____ Neurosciences General Care	_____ Orthopedics
_____ Neurosciences ICU	_____ Trauma Life Support Center
_____ Acute Rehabilitation	_____ Burn Unit
_____ Psychiatry	_____ Emergency Department
_____ HEM/ONC/BMT	_____ Pediatric Intensive Care
_____ Heart &Vascular	_____ Pediatrics: Hem/Onc, Neuro, ENT, and Plastics
_____ Cardiac Medical ICU	_____ Pediatrics: General
_____ Inpatient Cardiology	_____ Operating Room
_____ Cardiothoracic Surgery	_____ Home Health
_____ Hemodialysis	_____ American Family Children's Hospital Operating Room
_____ Clinical & Translation Research Core	

Name: _____ Date of Graduation: _____

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.

Name: _____ Date of Graduation: _____

**UW RECRUITMENT CENTER
5105 UNIVERSITY AVENUE
MADISON, WI 53705
(608) 261-0040
(608) 261-0031 FAX
NURSE RESIDENCY PROGRAM REFERENCE**

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)

Signature: _____ Title: _____

Place of Employment: _____ Date: _____

Name: _____ Date of Graduation: _____

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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)

Signature: _____ Title: _____

Place of Employment: _____ Date: _____

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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)

Signature: _____ Title: _____

Place of Employment: _____ Date: _____

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 Practice 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 specialized 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 36,000 patients a year are treated on an ambulatory, urgent and emergent basis in our brand new 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

The Trauma Life Support Center (TLC) consists of a 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.

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/Intermediate Care

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.

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.

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.

Pediatric Intensive Care Unit

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 hematopoietic 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 Care 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.