Thank you for your interest in the upcoming Vanderbilt University Medical Center Nurse Residency Program which will begin:

- **Nov. 27, 2017:** Already TN Licensed RN or compact licensed & able to practice in TN.
- **Feb. 26, 2018:** Adult Acute Care, Vanderbilt Behavioral Health Tracks

**Additional Application Timeline:**

- Posted June 9, 2017 through August 17, 2017; * extended deadline.
- Interview scheduling will start August 17. Interviews will be held Sept. 1 – Sept. 29, 2017. Extended deadline will schedule *until interview slots filled.*

**Program Description:**

The Vanderbilt University Medical Center Nurse Residency Program is for nurse graduates who are seeking a career at Vanderbilt. This program supports the graduate nurse and eases the transition from a student to a professional. Residents who are selected for hire will be offered a full-time position in a specific unit. New hires will work with preceptors to orient to their assigned unit and will learn from content experts who will share their knowledge and expertise. Throughout the first year of practice, regularly scheduled workshop sessions will focus on issues pertinent to the development of your practice, skills and professional transition.

**Eligibility:**

- Candidates are required to have a minimum of a Bachelor’s degree in Nursing from an NLN or CCNE accredited program. A copy of your nursing school diploma or letter from your nursing school is required prior to employment.
- 3.0 GPA
- Registered Nurses with less than 6 months professional nursing experience at the time of application are also eligible to apply.

**Program Requirements**

- There is a commitment of at least one year of employment after completion of the Nurse Residency Program.
- Scheduled vacation and extended time off are not granted during the orientation phase of the residency.
- Attending school during the program is discouraged as there are both program and unit requirements that must be fulfilled. Accommodations for school schedules are not guaranteed.
- Full-time hours (32, 36, or 40 hours/week depending on your track) are required during the first year of the NRP.
- All graduation requirements must be met (including the HESI or other exit exams) prior to the start date of the nurse residency program. Failure to complete these requirements prior to the start date of the program nullifies the resident’s job offer.
- Licensure before hire is highly encouraged. Exceptions must be reviewed and approved by program leadership. For an exception to be considered, the applicant should have an Authorization to Test and scheduled NCLEX date within 3 weeks of hire. Applicants with licenses in non-compact states must have documentation of application for licensure endorsement in Tennessee.
Background checks will be performed prior to employment. Please be prepared to provide required information and/or documentation.

Vanderbilt Nurse Residency Program

Nurse Residents will have the opportunity to care for patients and families throughout the life cycle. Often patients and families are faced with many difficult decisions about their lives and health care. Nurses support patients and families through these decisions and provide professional evidence-based care specific to each situation. Some examples of difficult decisions that patients and their families may face include blood administration, the use of investigational drugs, termination of pregnancy, and end of life issues.

If, after being offered a position in the NRP, you would like to request an accommodation based on your religious beliefs, or moral convictions, or if you have a request based on a medical condition which may be a disability, please direct the request to Anita J. Jenious, J.D., Director in the Vanderbilt Office of Equal Employment, Affirmative Action, and Disabilities Services Department; Baker Building; PMB 401809, 2301 Vanderbilt Place; Nashville, TN 37240-1809. Telephone (615) 322-4705 (V/TDD); FAX (615) 343-4969.

“In compliance with federal law, including the provisions of Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendment of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990, the ADA Amendments Act of 2008, Executive Order 11246, and the Uniformed Services Employment and Reemployment Rights Act, as amended, and the Genetic Information Nondiscrimination Act of 2008, Vanderbilt University does not discriminate against individuals on the basis of their race, sex, religion, color, national or ethnic origin, age, disability, or military service, or genetic information in its administration of educational policies, programs, or activities; admissions policies; scholarship and loan programs; athletic or other University-administered programs; or employment. In addition, the University does not discriminate against individuals on the basis of their sexual orientation, gender identity, or gender expression consistent with the University’s nondiscrimination policy. Inquiries or complaints should be directed to Anita J. Jenious, J.D., Director; the Equal Opportunity, Affirmative Action, and Disability Services Department; Baker Building; PMB 401809, 2301 Vanderbilt Place; Nashville, TN 37240-1809. Telephone (615) 322-4705 (V/TDD); FAX (615) 343-4969.”
Application Requirements
http://www.mc.vanderbilt.edu/vanderbiltnursing/nrp

Complete the following information on the online application supplement:

- Track/Area Selection
- Resume (include anticipated graduation date)
- Letter of Intent (this will take the place of a cover letter) which may include:
  - Your career goals and how you feel this program would allow you to meet these goals
  - Why you are interested in the Vanderbilt Nurse Residency Program
  - Indicate why you have selected the track you have chosen
- Work experience form
- Volunteer experience form
- Leadership experience form
- E-mail addresses should be provided for the following:
  - Dean/Nursing Advisor: to provide the Cumulative Nursing GPA, Cumulative Overall GPA, and projected graduation date.
  - Two Clinical Faculty References (no preceptors or job supervisors): enter contact email addresses and the system will generate an automatic email to those contacts for completion. Preceptors should not be listed as clinical faculty unless employed by the student’s nursing program. You will be responsible for communicating to your clinical faculty and Dean/Nursing advisor that the information will be requested from the Nurse Residency Program (and to check their email spam folder). This reference information will be monitored by you for receipt. The reference will be incomplete if submissions are not received on-line by the deadline. Once received, you will “Submit” your file.
  - Two Alternate Clinical Faculty (no preceptors or job supervisors): enter contact e-mail address. You will send these only if your initial references do not complete their reference.
  - If you have worked as an RN: provide 1 manager reference and 1 clinical faculty reference (instead of 2 clinical faculty references.)
  - Extern or Internship Program Faculty Reference: If you have participated in an Extern/Internship program, there will be a request to enter your program Faculty Supervisor (this does not include preceptorships). If you did not participate, then please indicate n/a.

- If Vanderbilt Employee: submit a manager reference

Please Note:
To submit the completed on-line application supplement utilize the online submit button. Application paperwork will not be accepted via mail, e-mail, or fax. Please follow-up with your clinical faculty or school regarding requests for references. Occasionally requests are not received by faculty due to firewalls or spam software. After receipt of the packet, a confirmation e-mail will be sent to you.
Choose from one of the following Tracks

### Adult Acute Care-Medicine Units

If hired, you may be offered a position in one of the following units:
- 5RW - Palliative Care Unit
- TVC OBS - Observation unit
- 8N - Acute Medicine
- 3 MCN - Acute Medicine
- 7RW - Acute Care of the Elderly
- 3RW - Acute Medicine

### Adult Acute Care-Surgery Units

(Inpatient post-operative care of the surgical patient)

If hired, you may be offered a position in one of the following units:
- 4RW - Colorectal/GYN Surgery
- 7T3 - Transplant/Acute Care Surgery
- 6N - Neurology/Neurosurgery
- 6S - Spine
- 9N - Acute Surgical Stepdown Unit
- 9S - Urologic/Acute Care Surgery
- 10S/6RW - Orthopedic Surgery/Trauma

### Vanderbilt Behavioral Health Track:

If hired, you may be offered a position in one of the following units:
- VPH 1 - Adult Thought/Psychotic Disorders
- VPH 2 - Adult Dual Diagnosis
- VPH 3 - Adult/Geriatric Mood Disorder
- VPH 5/6 - Child/Adolescent Mental Health