



Nurse Internship - Nurse Residency Frequently Asked Questions

1. What is the Nurse Internship?

The Ohio State University Medical Center Nurse Internship Program incorporates Patricia Benner's theoretical model of "beginner to expert" to offer unique opportunities for newly licensed graduate nurses to successfully transition from student to professional. The program facilitates socialization into the medical center, hands-on clinical experience, in-depth classroom learning, and ongoing professional development. Nurse Interns are mentored to increase personal and professional growth. The Nurse Internship Program offers exclusive opportunities to:

- Explore a career path in a particular area of nursing
- Build relationships within the healthcare team
- Experience clinical unit rotations to determine the best fit for the nurse and the medical center
- Enhance technical skills in a number of areas

2. What is the Nurse Residency?

The University Healthcare Consortium (UHC) Baccalaureate Nurse Residency is an additional program that our baccalaureate-prepared nurses participate in to guide them beyond the advanced beginner role by supporting their professional development and leadership abilities. Monthly seminars during the first year will be dedicated to professional development related to:

- Leadership and Teamwork
- Management of Care Delivery
- Conflict Resolution
- Ethical Decision Making
- Cultural Competence
- Pain Management
- End-of-Life Care
- Communication within the Healthcare Team
- Nurse Sensitive Quality Indicators

3. What are the benefits of participating in the Nurse Residency program?

The Nurse Residency enhances the education and skills provided in the Nurse Internship and facilitates continued professional growth and development throughout the first year of nursing by teaching analysis of evidence, encouraging in-depth clinical applications, supporting effective decision-making and facilitating participation in an evidence-based project. Nurse Residents are assisted to thrive in the fast-paced, academic medical center environment and report a strengthened commitment to nursing, enhanced self-confidence and feelings of competency, a safe environment to share feelings and concerns, and support for their individual professional development plan

4. What are the qualifications to apply for the Nurse Internship and the Nurse Residency?

The qualifications for application to the Nurse Internship are:

- Graduation from an accredited school of nursing
- Successfully passing the NCLEX
- Experience in the clinical area of choice is preferred
- Baccalaureate degree required to participate in the Nurse Residency Program

5. Which Internship tracks are available?

Internship tracks may vary for each Nurse Internship Program seasonally, depending on the current staffing needs of the Medical Center.

The Nurse Internship Tracks currently being offered are:

- Acute Rehabilitation (Dodd Hall)
- Cardiovascular (Ross Heart Hospital)
- Critical Care (MICU, SICU, PCU)
- Emergency Department (Clinical Decision Unit)
- Medical / Surgical
- Oncology
- Operating Room
- Women and Infant (High Risk OB, Labor and Delivery, Mother-Baby)

6. Do Nurse Interns choose their unit rotations or are they assigned?

Although the unit rotations within most of the Internship tracks are pre-assigned to provide optimal clinical experiences, because of the variety of sub-specialty areas within the Medical Surgical track, Nurse Intern clinical specialty preferences as well as the availability of open positions on particular units are considered.

7. Do Nurse Interns have a choice in where they will work at the end of the Internship?

Interns in the Emergency Department and the Operating Room tracks have their permanent units assignments predetermined when they begin the Internship. Nurse Interns in the Acute Rehabilitation, Critical Care, Cardiovascular, Medical / Surgical and Women and Infant tracks may interview for open positions within their specialty track.

8. Are the Nurse Internship and the Nurse Residency paid programs?

The Nurse Internship is a full time 16-week paid program. Most benefits begin on the date of hire. The Nurse Residency is also a paid year-long program of monthly professional development and leadership seminars.

9. What staff support do Nurse Interns / Nurse Residents receive?

The Nurse Educator for each Nurse Internship track has advanced Nursing education and experience in transitioning new nurses from students to professionals and in the clinical specialty areas she supports. The Nurse Educator participates in the interviewing and selection process for all Interns in her/his assigned tracks. In addition, she is responsible for scheduling, facilitating the individualized Internship experience, continuously revising the track-specific orientation pathways, and evaluating the progress of each assigned Nurse Intern. The Nursing and Patient Education New Graduate & Professional Development Associate Director has the overall responsibility to ensure that the best candidates are selected for the Nurse Internship and the Nurse Residency Programs and that the programs provide the optimal socialization, clinical, and education experience for the professional growth and development of new nurses at the Ohio State University Medical Center.

10. Will Nurse Interns have a preceptor?

A goal of the Nurse Internship is to assign a primary preceptor to provide clinical guidance, support, and feedback to each Nurse Intern during each clinical unit rotation. The primary preceptor will be assisted by additional preceptors, as units needs dictate, to assist with the mentoring and guidance of the Nurse Intern. The Nurse Interns work their assigned preceptor's schedule so that preceptor can most effectively facilitate the Intern's self-confidence and gradual independence.

11. Who evaluates Nurse Interns / Nurse Residents?

In addition to the Nurse Intern's self-evaluation, the team of preceptors, Nurse Educators, the Internship Associate Director, and other Nursing Education professionals provide guidance and feedback regarding the Nurse Intern's clinical, educational, and professional progress throughout the Internship and Residency programs.

12. How is a Nurse Intern's progress documented?

During the Nurse Internship, the Intern's clinical and developmental progress is documented continuously within her / his track-specific orientation pathway. In addition, the Intern's educational progress is documented in her/ his clinical education transcript that will continue throughout her / his nursing career at the Medical Center.

13. Do the Nurse Interns get to choose the shifts they work?

As previously noted, Nurse Interns work their assigned preceptor's schedule in order to facilitate the effective mentoring relationship to increase the Intern's self-confidence and gradual independence.

14. What happens if a Nurse Intern doesn't like the track she/ he initially selected?

Although every effort is made to assist Nurse Interns in the selection of an Internship track as they enter and progress through the program, occasionally it is determined by the Nurse Intern, the Internship staff, or the clinical area staff that the area selected is not the best "fit" for that particular individual. Each case is managed individually to provide the best clinical opportunities for the Nurse Intern.

15. Can Nurse Interns request time off during the Internship?

Nurse Interns will work full time schedules during the Internship and will accrue paid vacation and sick time off in the same manner as any other new staff nurse. Time-off requests during the Nurse Internship will be considered and managed to balance the Intern's clinical, educational, and professional progress with their personal needs.

16. Do Nurse Interns "float" to other units during the Internship?

Nurse Interns do not "float" to other units during the Internship. It is preferred that the preceptors assigned to the Nurse Interns not "float" during the shifts a Nurse Intern is assigned to them. However, if due to staffing needs, the preceptor must

leave the unit to “float” to another unit the Nurse Intern does not follow the preceptor. The Nurse Intern will be assigned to another preceptor or to the Charge Nurse. The Internship Nurse Educator will monitor and assist, as needed, in ensuring the optimal clinical experience for the individual Intern.

17. Are Nurse Interns guaranteed a job at the end of the Internship?

Continued employment of all new Registered Nurses is based on successful progress and completion of the six-month probationary period. Specifically related to the Nurse Interns, although specific units and specific positions are not guaranteed, due to variability in unit staffing needs and in Intern skills and unit preferences, every effort is made to determine the best unit and position “fit” for each Nurse Intern within the Ohio State University Medical Center.

The purpose of the Nurse Internship is to facilitate the successful transition of new graduate nurses from students to professionals. This is accomplished through effective recruitment and selection of the best candidates to become members of the Ohio State University Medical Center healthcare team. In addition, the medical center retains new nurses by providing the best nursing orientation, education, clinical, and mentoring experiences to assist them in discovering the best clinical specialty area “fit” for both the nurse and the medical center. Successful progress through the Internship program includes interviewing and accepting a permanent staff nurse position at the end of the Internship.