

## CRITICAL CARE

# Nurse Residency

Duration: One Year



### Intensive Care Units

- Medical Intensive Care Unit
- Critical Care Unit
- Cardiovascular Intensive Care Unit
- Surgical Intensive Care Unit

### Intermediate Intensive Care Units

- Stepdown Intensive Care Unit
- Surgical Stepdown Unit
- Intermediate Intensive Care Unit
- Progressive Cardiac Unit

### PHASE 1: Nursing Unit Rotations

- 12 weeks: Two six-week rotations (including orientation week) to two areas within the Critical Care Division. You will be matched to a preceptor in each rotation who will help you develop your critical thinking and clinical judgment skills.
- One night shift and one day shift rotation
- You will be asked to provide unit preferences for rotations one and two. Although we cannot guarantee a particular unit, we do consider future job opening and your preferences.

### PHASE 2: Home Unit Placement

- During week eight and nine of the program, you will interview with the nurse managers from the two units you rotated through in Phase 1.
- We guarantee a job within the Critical Care Division upon successful completion of Phase 1. This will be a day or night shift, depending on open positions and staffing needs.

### PHASE 3: Professional Development Lectures

- As part of the yearlong Nurse Residency Program, and while working on your home unit, you will attend four lecture classes to continue developing your skills.
- **Topics include:** Delegation, communication, time management, conflict resolution, and clinical and ethical decision making.

### Evidence-Based Project

- You will complete an evidence-based project (not research) at the one-year mark with the help of your nurse manager and clinical mentor to signify completion of the nurse residency program. You will prepare and present a poster of your project to your Unit-Based Practice Committee. This can be completed as an individual or a group.



### Interested?

Visit [LexingtonMedical.Center/NurseResidency](https://LexingtonMedical.Center/NurseResidency) for more information or to apply. Email us at [LMCNurseResidency@lexhealth.org](mailto:LMCNurseResidency@lexhealth.org).