

THE NURSE RESIDENCY PROGRAM

at Williamson Medical Center

FREQUENTLY ASKED QUESTIONS

Q: How often do you offer the program?

A: The Nurse Residency Program is offered 2-3 times per year: January, June, and September.

Q: When should I apply?

A: You should apply at the beginning of your last semester: September for December Graduates; January for May Graduates.

Q: What should I expect during the interview process?

A: You can expect a panel interview method. The interview team is composed of various unit nursing directors.

Q: Does Williamson Medical Center only hire new nurses into this program?

A: Yes. Nurses with less than a year of experience are hired into the nurse residency program.

Q: Who is eligible to apply for the program?

A: Individuals graduating with a nursing diploma the semester immediately prior to the start date OR have already graduated with a nursing diploma and have less than one year of nursing experience. LPNs are also eligible for the Nurse Residency Program.

Q: What track options are available?

A:

• Cardiac/Telemetry	• Operating Room
• CCU	• Orthopaedics
• ER	• Pediatrics
• Medical/Surgical	• Perinatal

Note: Availability in some of the specialty areas may be limited.

Q: If I am graduating with a nursing diploma and have prior LPN experience, do I still need to participate in the nurse residency program?

A: Yes. Even with LPN experience, nurses who have less than a year of RN experience and meet eligibility requirements for the nurse residency program will need to go through this program to begin their RN career.

Q: Will I be able to attend school during the program?

A: It is recommended to not attend school during the two-year nurse residency program.

Q: How many nurse residents will be hired?

A: The number of nurse residents accepted to the program depends on the staffing needs of each nursing unit.

Q: Do I need to have passed the NCLEX to start?

A: No. However, you must provide documentation of your Authorization to Test (ATT) letter or email to the Human Resources Department once received. As a graduate nurse you may practice as a professional nurse without a license for a period not to exceed one hundred twenty (120) calendar days from the date of receipt of the first authorization to take the NCLEX exam.

Q: Will I be able to take time off to take the NCLEX?

A: Yes.

Q: What if I fail the NCLEX?

A: Should you not pass the NCLEX exam within one hundred twenty (120) calendar days, your position will revert to a Nurse Tech, and your pay will change. Nurse Residents are allowed a second opportunity to pass the NCLEX.

Q: What shifts are available?

A: Shifts are determined based on the availability and need of the nursing unit.

Q: Is it full-time?

A: Yes, 36 hours per week; three, 12-hour shifts per week

Q: How long is the preceptorship?

A: Typically 90-days. However, this program is individualized to each nurse in the program.

Q: When do you start on the floor to which you're assigned?

A: Your 12-week orientation will be on the floor to which you are assigned. Certain specialty units will require your 12-week orientation period to be held on one of the medical surgical units before you are permanently transferred to the specialty unit.

Q: Do you offer tuition reimbursement?

A: Education assistance is available to further your education.

Q: Are there shift differentials?

A: We offer differentials for week night, weekend day, and weekend night hours.

Q: Are there benefits and retirement?

A: All full-time employees including those in the nurse residency are eligible for benefits and can contribute to a retirement account.