"The Student Nurse Academy allowed me to have a true representation of the role as a professional Deaconess nurse. It provided a realistic and in-depth clinical experience working alongside an experienced RN who served as a guide and resource for hands-on education and training. While in the SNA program, I developed relationships with the nurses on the unit who eased my anxieties and helped prepare me for my future as a Deaconess RN. I highly recommend the SNA program to any nursing student!"

— *Kristy Williams, SMCC Nursing Manager*

Qualifications and Requirements

■ **Must be in good standing and currently enrolled in an accredited (AACN, CCNE or ACEN) RN school of nursing.**

■ **Must have completed one semester of clinicals.**

■ **Must have a recent nursing faculty member submit a Student Performance Evaluation Form. If no clinical instructor to date, then the most recent classroom instructor fills out the form.**

■ **Must submit a current, official school transcript.**

■ **Must complete a Student Nurse Academy application. To apply, visit deaconess.com/careers and complete screening process and interviews.**

Benefits of the Program

Academy student nurses have secured temporary employment with more hours during the summer months and limited hours during school semesters. Scheduling is flexible, and time off is granted as requested during semesters, while meeting the required hours of the program.

Academy positions include financial compensation, and rates increase as students progress through the academy. If the student is offered and accepts a nursing graduate position, they will accrue seniority and paid time off based on hours worked during the academy.

Students gain experience with patients before clinical rotations, increase comfort level in the hospital setting, and become confident with basic skills, including communicating with treatment team and patients, monitoring vital signs, and other duties delegated by licensed RN staff. In addition, academy students build relationships with staff within Deaconess and make key connections with nursing leadership.

Want to Know More?

Contact Mallory Howard, Nursing Recruiter, at **mallory.howard@deaconess.com** or **StudentNurseAcademy@deaconess.com.**

Deaconess Midtown Hospital
Deaconess Gateway Hospital
Deaconess Cross Pointe

deaconess.com/nursing

Start your career now.

STUDENT NURSE
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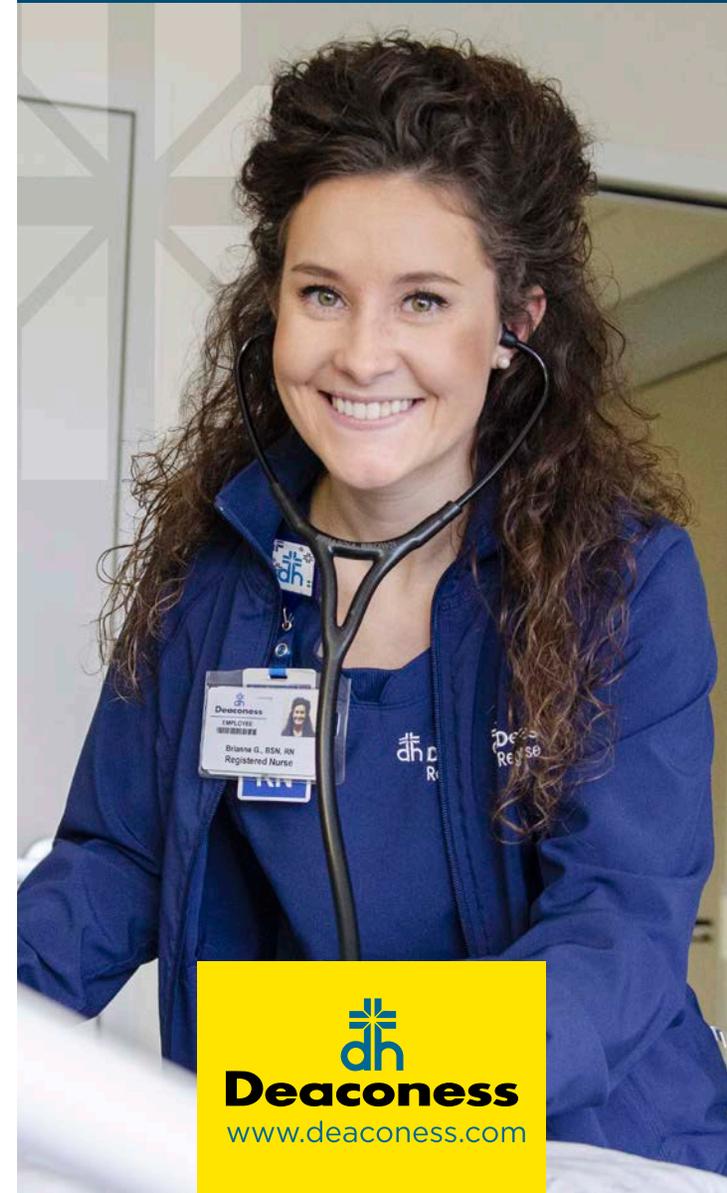
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STUDENT NURSE
ACADEMY

Building confident & skilled nurses

The Deaconess Student Nurse Academy is an innovative program designed to give experience to students in various levels of their nursing program to develop skills and confidence as they progress through school. Based on Pat Benner's novice-to-expert nursing theory, students gain valuable patient care experience in a hospital setting.

WHAT IS THE PROGRAM?

The Student Nurse Academy is designed for student nurses to begin after completing their first clinical in the nursing program. As students progress through school and develop knowledge and skills, they're given the opportunity to enhance their technical skills with equipment and procedures and to care for patients in a hospital setting by working in a precepted environment under the direct supervision of experienced registered nurses.

Available clinical areas may include:

- Cardiovascular
- Med/surg
- Tele-stepdown
- Emergency
- Orthopedics
- Surgical services
- Observation
- ICU
- Neuro
- Mental health

There are opportunities to rotate to other inpatient hospital areas.

ALL ACADEMY POSITIONS INCLUDE FINANCIAL COMPENSATION, AND RATES INCREASE WITH LEVEL PROGRESSION.

Academy Student Level 1

For students who have completed one semester of clinicals.	Complete patient care technician and RN Epic training. Develop time management skills, learn fall risk prevention, pressure ulcer prevention, and learn the care and maintenance of foley catheter and CAUTI documentation. *32 hours per two-week pay period from May–July (8-week session). Four hours per pay period during fall and spring semesters (12-week sessions).*

Academy Student Level 2

For students who have completed at least two semesters of clinicals in an RN program.	Complete patient care technician, RN Epic and skills training. With an RN preceptor, develop and refine technical skills, participate in care planning and patient education, participate in shared governance activities at the hospital and unit level, and participate in quality improvement, including audits. *32 hours per two-week pay period from May–July (8-week session). Four hours per pay period during fall and spring semesters (12-week sessions).*

Academy Student Level 3

For students in their final two semesters. **Maximum two sessions*	With an RN preceptor, students refine critical thinking skills, participate in coordination of care including discharge planning, and participate in medication management (from the level of documenting PTA meds to completing the medication reconciliation process). *32 hours per two-week pay period from May–July (8-week session). 16 hours per pay period during fall and spring semesters (12-week sessions) includes four unpaid weeks off.*

Nursing Graduate

For students who have graduated but not yet passed the NCLEX exam. Upon licensure, title will change to RN while continuing in orientation.	Students who are offered this position begin orientation on the nursing unit they are hired to work after graduation. New graduates participate in Deaconess' Nursing Residency Program and training on their unit. Once through orientation, new RNs are well prepared as a new professional nurse. The graduate nurse role transitions into a full-time staff nurse position. Upon graduation, in addition to our comprehensive benefit package, Deaconess will pay for: • NCLEX exam • Up to four hours to sit for the exam • Any review class of your choice