

**TOGETHER. EXTRAORDINARY.**

# Beginning your career with Nebraska Medicine

Start your nursing career with Nebraska Medicine, the clinical partner of the University of Nebraska Medical Center. Learn and grow alongside world-renowned physicians and researchers. Discover a supportive team committed to your success.



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**Our mission is to lead the world in transforming lives** to create a healthy future for all individuals and communities through premier educational programs, innovative research and extraordinary care.

**OUR ORGANIZATION INCLUDES THE FOLLOWING FACILITIES:**

**Nebraska Medical Center:**

A 700+ bed acute care facility in Omaha providing tertiary and quaternary health services



▲ **Bellevue Medical Center:**  
A 90+ bed acute care hospital in Bellevue



▲ The health network includes the **Fred & Pamela Buffett Cancer Center**, a 108-bed inpatient hospital with a 98-laboratory research tower and an outpatient facility.



▲ **Nebraska Medicine Clinics:**  
More than 70 specialty and primary care clinics with 50 specialties and subspecialties



Nebraska Medicine has more than **9,000 employees**, including **over 1,500 nurses**. Our nurses are critical to providing our patients and their families "Serious Medicine. Extraordinary Care."

## Why Nebraska Medicine?

We provide meaningful work for every individual. Here's what sets Nebraska Medicine apart:

- **Rich history:** We trace our roots to 1869 with the founding of Omaha's first hospital. Since then, Nebraska Medicine has become the most esteemed academic medical center in the region.
- **Reputation:** U.S. News & World Report has named Nebraska Medicine the Best Hospital in Nebraska for 12 consecutive years, and we have been named one of the state's best employers for four years straight. We are a multi-year Becker's 100 Great Hospitals in America recipient and have Magnet recognition from the American Nurses Credentialing Center.
- **Complex care:** Our health care professionals are equipped to handle the most complex and highest acuity cases. Together, we make a difference in the lives of patients facing tough battles, bringing hope and healing to those who need it most.
- **Professional growth:** We offer ample opportunities for professional development and growth, empowering our staff to reach new heights in their careers. From our nursing residency program to a nurse fellowship program, we are committed to supporting your ambitions.
- **Supporting nurses:** We understand the crucial role nurses play, and we go the extra mile to support them at every stage of their careers. From our comprehensive benefits package to wellness programs, we value personal and professional well-being.
- **Making an impact:** When you join Nebraska Medicine, you become a part of something much bigger. Our work is impactful and life changing. Every day, we create moments of triumph, instill hope, and make a positive difference in the lives of our patients and their families.



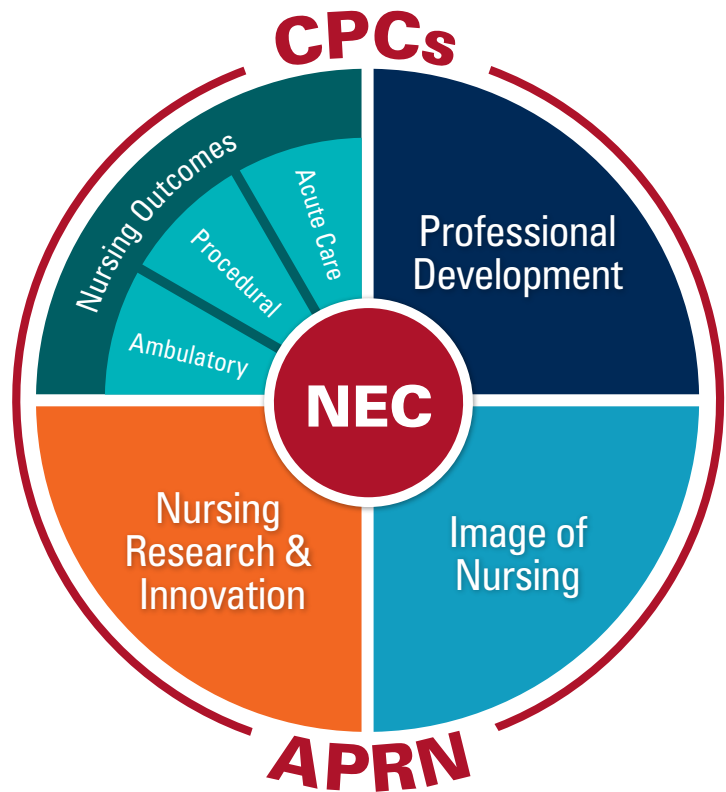


## Recognized for excellence in nursing

Nebraska Medicine is a Magnet-designated institution. The Magnet designation recognizes excellence in nursing for the quality of care provided, continuous improvement in patient care and for the health of the community. The award gives patients a benchmark for the quality of care they can expect from nursing. Nurses at Magnet-designated facilities can expect higher patient satisfaction and better patient outcomes.

Part of being a Magnet-designated institution means giving nurses a voice. Our Professional Governance structure, specifically for nursing, allows nurses to have a say in patient care and outcomes while providing leadership development.

### NEBRASKA MEDICINE NURSING PROFESSIONAL GOVERNANCE MODEL



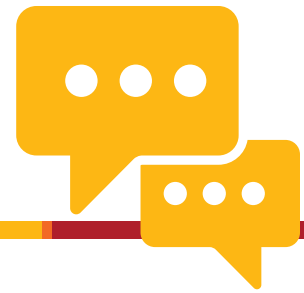


## MEDICAL-SURGICAL NURSING **UNITS**

Because Nebraska Medicine is a Level I trauma center, our medical-surgical units are all complex and higher acuity than other local hospitals. Med-surg nursing provides a fast-paced and diverse environment where you'll encounter a wide range of medical conditions and treatments.

- **Fast-paced environment:** Every day of med-surg nursing brings new challenges and triumphs. The fast-paced nature keeps you on your toes, sharpening your critical thinking and decision-making skills.
- **Unlimited learning opportunities:** With a wide range of medical conditions and treatments, med-surg nursing offers endless opportunities for growth. You'll encounter a variety of patients which will expand your knowledge and expertise as you learn about the different diagnoses.
- **Well-rounded nursing:** Med-surg nurses develop a broad set of skills and experiences. From wound care to medication administration, you'll develop essential clinical skills that will serve you throughout your career.
- **Diverse patient populations:** Med-surg nursing exposes you to patients from all walks of life, with various cultural backgrounds and medical needs. This diversity broadens your perspective, fostering empathy and compassion.
- **Supportive team:** Med-surg units thrive on collaboration. You'll have the opportunity to work closely with an incredible team and encouraging managers who want to see you succeed and grow in your career.
- **Strong foundation:** As a med-surg nurse, you'll gain invaluable clinical skills that will provide a solid base for your nursing career. The skills and knowledge you acquire will allow you to continue to follow your passion as a medical-surgical nurse or transition to a higher level of care or a different patient population.

## Hear from Nebraska Medicine nurses about why they love working on med-surg units.



“ One of the things that keeps me here is the relationships we have with our patients and physicians. We get to work closely with them as we care for their patients. One story I love to recount is, we had a patient who received a bilateral knee replacement. He hadn't been able to walk for years. When he finally got to stand after his surgery, he was in tears and said, 'You guys just gave me my life back.' So that's why I'm here and why I've stayed.

– Stephanie, Nursing  
Professional Development  
Specialist, 4/5 Lied

“ I started my career in Lincoln, and what brought me to Nebraska Medicine is the 'Serious Medicine.' All the complex neuro patients went to Nebraska Medical Center, and I remember saying, 'I want to go there.' I wanted to go where the best medicine was. I was told to start on 6 Neuro because they had complex and higher acuity patients, and it's a good steppingstone. When I came to the unit, I fell in love with the culture and the staff, and I've been there ever since.

– Emily, manager, 6 Neuro

“ We see anything and everything – it changes from day to day. I love our unit because it's a good teamwork culture. We take a lot of new grad nurses who are my absolute favorites and are big on being innovative and trying new things. My favorite thing about working here is there is always an opportunity for career growth and advancements. No one stops you – everyone wants you to continue to grow.

– Cassie, nurse manager, 6/7 Lied





## OUR UNITS

As a new nurse, you may already know which unit you want to work in, or you may want to explore different units and specialties. Nebraska Medicine offers a diverse range of clinical settings, and we are committed to helping you develop your skills and grow in a unit that aligns with your passion.

Each unit brings a unique patient population and requires different skill sets. Learn more about what it takes to succeed as a nurse on each unit and the kinds of patients and treatments you will experience.

### *Nebraska Medical Center*

#### **MEDICAL-SURGICAL UNITS**

**Heart and Vascular Unit, or 7HVU:** This 49-bed med-surg unit provides innovative and excellent care to our cardiovascular service line. HVU specialty nurses care for LVADs, stable heart and lung transplants, post-cardiac cath lab patients, pre- and post-operative open-heart surgery, heart failure and vascular patients of all kinds. Its culture is based on teamwork, communication and collaboration. This unit is perfect for those seeking to grow their cardiac nursing skills and who want to join a team that feels like a family.

**Neurosciences, or 6NSU:** This 48-bed med-surg unit cares for medical surgical patients and offers the most advanced neurovascular care to complex patients. While 6NSU is a med-surg unit, it has a complexity that sets it apart from other med-surg units. Its specialized patient population includes those with stroke, aneurysms, seizures, spinal fusions, brain and spinal cord tumors and other neurological conditions. Nurses receive extra

neurology training and additional certifications, such as National Institute of Health Stroke Scale certification, or NIHSS, and gain experience with complex interventions such as lumbar drains. Nebraska Medicine is the region's only Joint Commission Comprehensive Stroke Center and has the highest level of accreditation in the area for epilepsy treatment.

**Observation:** This 26-bed med-surg unit provides care to patients who require evaluation and treatment for eight to 48 hours. Conditions that may require observation include chest pain, asthma, abdominal pain, kidney stones and minor infections. Surgical patients who require an overnight stay are cared for on the Observation Unit, including patients who have had an appendectomy, cholecystectomy or urological and gynecological procedures. IV antibiotics, fluids, insulin drips, nitroglycerin for blood pressure, TP and lipids are often administered on this unit. The



Observation Unit has a well-rounded staff with the knowledge and experience to care for patients who require care and coordination from an array of specialties. This is an excellent role for someone who likes a fast-paced environment and wants to keep their skills sharp. Your day-to-day nursing tasks will vary with the tailored needs of your patients.

**Solid Organ Transplant Unit, or SOTU:** This 36-bed med-surg unit is Nebraska's only solid organ transplant unit. It provides medical, surgical, telemetry and progressive care to adult pre- and post-liver, kidney, pancreas, intestinal and islet cell transplant patients. It is also home to the Intestinal Rehab Program, the busiest intestinal transplant program in the U.S. Staff care for patients from all over the world. This nursing position offers many growth opportunities through unit teamwork, patient complexity, relationship building with patients and transplant fellowship classes.

**Trauma:** This 45-bed med-surg unit provides care to trauma patients with a focus on the acute and chronic needs of hemodynamically and medically stable patients. This fast-paced unit focuses on caring for trauma patients that are admitted from the Emergency Department, transferred from the ICU, or admitted from surgical or procedural services. While working on trauma, you will gain an increase in knowledge on the impact traumatic injuries have on patients and how to provide the best care.

**Werner Cancer Hospital Med-Surg Oncology, or WMSO:** This 36-bed med-surg unit in the Fred & Pamela Buffett Cancer Center serves a wide variety of medical and surgical oncology and acute care patients. Services include general oncology, surgical oncology, gynecologic oncology and a select group of hospitalists.

**4 Clarkson South, or 4CS:** This 15-bed med-surg telemetry unit cares for a wide variety of patients with acute and chronic diseases, such as sepsis, respiratory, gastrointestinal, endocrine and cardiac disorders. This provides an array of knowledge and experience to staff who are looking to grow their time management and critical thinking skills. Our close-knit unit thrives on our value of teamwork and will quickly be considered your home away from home!

**4/5 Lied:** This 40-bed med-surg and telemetry unit specializes in post-operative, complex orthopaedics. Patients may include total knee and hip replacements, complicated orthopaedic cases, pulmonary, sepsis, gastrointestinal, endocrine, cardiac, renal and psychiatric illnesses. The unit's leadership team has more than 95 combined years of orthopaedic and med-surg experience. Its leaders take pride in helping staff become the best team members possible by investing in their growth and development, both professionally and personally.

**5 West medical/telemetry:** This 38-bed med-surg unit provides an array of knowledge on all types of patients ages 18 and older. The staff cares for a variety of medical and telemetry patients with acute and/or chronic illness, such as sepsis, respiratory, gastrointestinal, endocrine, cardiac disease and COVID-19. 5 West is a great unit to start or continue your nursing career. Here, you'll gain clinical skills in titratable drips, chest tubes, tracheostomies, complex wound care, post-bariatric procedures, high-oxygen delivery systems and end-of-life care. 5 West is known as the "5 West Wolfpack" because of its outstanding teamwork. Its centralized nursing station allows staff to build camaraderie, learn and grow together. The staff and leaders are passionate about mentoring, professional development and support. The culture and close-knit environment on 5 West make this unit ideal for new and experienced nurses. It also has a Zen room, which features a massage chair, adult coloring books and other materials to support staff who need to reset their mindset.

**6/7 Lied:** This 40-bed med-surg unit is a great foundation from which to start and grow your nursing career. The unit cares for a wide variety of patients, allowing nurses to work with different patient populations and get a feel for what they like. They gain experience in titratable drips, chest tubes, tracheostomies, wound cares, high-oxygen delivery systems, and end-of-life care. The unit is known for innovation and teamwork due to its pilot programs and strategic thinking, and its culture focuses on positivity and solutions over problems. Its nursing care delivery model is designed for efficiency and staffing models are based on patient acuity. The leadership team strives to build a relationship with all employees to promote professional development and mentorship and provide support for the team.

## SPECIALTY UNITS

**Emergency Department, or ED:** The 48-bed Emergency Department and tertiary referral center provide care for various acuities, conditions and age ranges. Nursing ratios vary based on care area and acuity of patients.

**Float pool:** Nurses in our float pool will spend time on most inpatient units in the hospital, except for peds, PICU, mother/baby, NICU and OR. They gain varied experiences working with all patient populations and take advantage of an 18-month fellow position for new graduates that float to the five med-surg units.

**General Pediatrics:** The 15-bed general pediatrics unit cares for pediatric solid organ transplant patients, who comprise about 60% of the patients, as well as level one and level two traumas, oncology and bone marrow transplants.

**Operating room, or OR:** This 30-room site provides care for 60 to 80 cases per day. Nebraska Medicine is an American College of Surgeons Level One trauma center, so patient acuity is high. Teams perform heart, lung, liver, kidney, small bowel and pancreas transplants and other groundbreaking procedures. Orientation is six to nine months long, and nurses scrub and circulate on all service lines.

**Werner Cancer Hospital Specialty Care Unit, or WSCU:** This 36-bed unit in the Fred & Pamela Buffett Cancer Center serves adult oncology patients who are receiving chemotherapy or high-dose chemotherapy, with or without bone marrow or stem cell transplant and undergoing complex medication and blood product administration.

## STEP-DOWN UNITS

**Cardiac Care Unit – Post-Cardiac Surgery, or CCUPCS:** This 21-bed unit bridges intensive care and med-surg units. Patients require a high intensity of nursing care and a high level of surveillance for conditions such as ventricular assist devices, heart or lung transplants, complicated post-cardiac surgical patients, specialized care in cardiac drips, external pacing and SWANs.

## Step-Down Critical Care Unit, or SDCC:

This 12-bed unit in the Critical Care Division sees patients needing a level of care between intensive care and progressive care. The critical care intensivist and nursing staff collaborate to provide extraordinary care to trauma, surgery, transplant, lung disorders and ventilated patients.

## Werner Cancer Hospital Progressive Care Unit, or W-PCU:

This 24-bed unit in the Fred & Pamela Buffett Cancer Center serves adult progressive care, surgical oncology, thoracic surgery, ENT and plastic surgery patients. Patients require a high level of surveillance post complicated surgical procedures, including microvascular skin flaps, head and neck reconstruction and complicated GI and thoracic surgical procedures.

## CRITICAL CARE UNITS

**Cardiovascular ICU, or CVICU:** The 20-bed CVICU is a fast-paced specialty intensive care unit that provides expertise in delivering care to cardiovascular patients. Staff cares for high acuity specialty patients, such as heart and lung transplants, ventricular assist devices and ECMO patients.

**Medical ICU, or MICU:** This 20-bed critical care unit cares to critically ill patients. Staff provides expert care for various medical illnesses, including respiratory failure, acute and chronic kidney failure, liver failure, overdoses and septic shock.

**Neuroscience ICU, or NSICU:** This 20-bed unit provides intensive care to adult patients who have suffered traumatic brain injuries, strokes, epilepsy and other head traumas.

**Pediatric ICU, or PICU:** This seven-bed pediatric intensive care unit provides critical care services and intensive care for pediatric patients with life-threatening medical and surgical conditions.



**Surgical ICU, or SICU:** This 12-bed unit provides care to patients who are hemodynamically or medically unstable with life-threatening illnesses that require intensive monitoring, nursing care and medical treatments. This may include multiple traumas, solid organ transplants, organ failure or rejection of organs, severe metabolic fluid and electrolyte balance and post-op care for surgical interventions that include the liver, kidney, pancreas and intestine.

**Werner Cancer Hospital ICU, or WICU:** This 12-bed intensive care unit in the Fred & Pamela Buffett Cancer Center serves adult surgical, oncology and palliative care patients receiving chemotherapy.

### **INNOVATION DESIGN UNIT**

This 17-bed, acuity adaptable unit is at the forefront of innovation intended to design, test, and validate new models of care, innovative technology, and facility design. The primary patient population will be general adult medical-surgical, progressive care, and critical care. Staff will be trained in all 3 levels of care, allowing patients to remain in the IDU as their acuity changes. The IDU staff will engage in meaningful projects, pilots, and processes aimed at achieving optimal patient outcomes AND enhancing colleague well-being. The IDU is a collaborative, adaptable environment which uses cutting-edge healthcare technology to advance practice. Some innovative projects include Virtual Nursing/Virtual Sitter, Team-based care delivery, Interactive Patient Experience Platform, Real-time Location System (RTLS), and modular interior walls.

## *Bellevue Medical Center*

**Cardiac and Stroke Unit:** This 36-bed unit provides specialty care for cardiac and stroke patients. Staff at this certified chest pain and stroke center care for patients on cardiac drips and heart failure patients and provides post-stroke care and telemetry.

**Emergency Department:** This 21-bed unit has the third busiest emergency room in the metro and serves over 31,000 patients each year. Nurses work collaboratively in a fast-paced environment with

board-certified emergency medicine physicians and other health care professionals dedicated to providing quality, compassionate emergency care. The Bellevue Medical Center ED is a certified primary stroke center and chest pain center.

**Intensive Care Unit:** This 8-bed unit cares for a diverse population of patients, including medical, surgical, pulmonary and cardiac diagnoses. Despite its small community feel, you will gain valuable experience caring for critically ill patients supported by the resources of a large academic medical center. Enjoy free, convenient parking.

**Med-Surg Orthopaedic Unit:** In addition to orthopaedic patients, nurses care for oral-maxillofacial surgery, plastics, general surgery, surgical oncology, spinal surgery and other patients. The unit uses a care-delivery model that pairs nurses and nursing assistants to care for an assigned group of patients. The unit's culture emphasizes being supportive, working together and staying positive each day. Nurses collaborate closely physical therapists to ensure patients' pain is managed throughout their stay. The unit also has telemetry capabilities, providing nurses with the opportunity build on their skills.





## SUPPORTING YOUR PROFESSIONAL GROWTH IN YOUR FIRST YEAR AND BEYOND

Nebraska Medicine is dedicated to supporting you in your first year of employment and throughout your nursing journey. Here is how we will be here for you every step of the way:

### **Nurse Residency Program:**

We understand that transitioning from a student to a professional nurse brings many new challenges, and we want to support you every step of the way. That's why all new nurses are enrolled in the Nurse Residency Program to support your well-being and help you navigate changes. You will meet regularly with a mentor and a group of your peers during your first year of practice. This will provide:

- Emotional support
- Critical thinking skills
- Social support
- In-depth learning on special topics
- Leadership skills

### **Academic and professional growth:**

Regardless of where you are in your nursing career, we provide resources and opportunities for you to advance professionally. Our educational and professional development opportunities include:

- Student loan assistance for full-time employees in eligible roles. Nebraska Medicine will pay your minimum monthly payment, or up to \$437.50 per month (whichever is less), directly to your lender with no lifetime maximum.
- Pursuing an advanced degree? We'll help you pay for it.
  - Tuition assistance up to \$5,000 annually for full-time employees, \$2,500 for part-time (at least .5 FTE). Lifetime maximum \$20,000
  - All employees pursuing a nursing degree are eligible for tuition reimbursement of up to \$5,000 annually.
  - Earn your BSN through Clarkson College: sponsored tuition and fees through the RN to BSN program <https://clarksoncollege.edu/bsnsponsorship>
  - Employees, spouses and dependents (under age 23) receive a 35% tuition discount at Clarkson College.
- Certification reimbursement up to \$500 per year for eligible employees





## TOTAL REWARDS BENEFITS FOR WHAT MATTERS MOST

Taking care of our patients and communities begins by taking care of our team. You'll receive comprehensive benefits and perks created with you, your family and your well-being in mind.

### Group health and welfare plans

- Medical benefits are provided through UMR, a United Healthcare company.
- Dental and vision benefits are provided through MetLife.
- Flexible Spending Account/ Health Savings Account
- Retirement through Empower (formerly known as Prudential)
- Short-term disability
- Long-term disability
- Basic life insurance (1x annual salary for full-time employees)

### Time off

- **Paid time off:** New full-time nurses accrue 160 hours of PTO per year.
- Six paid holidays include New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas.
- Our Community Strong program provides eight paid hours per year for volunteering.

### Retirement plan

It's never too early to start saving for retirement, but navigating these investments can be daunting. We have a dedicated consultant who will meet with you to discuss your retirement saving options and help you plan to reach your goals.

You can start contributing to your retirement account immediately and will receive an employer-matching contribution annually. Employer match is partially vested beginning at two years of service, with full vesting at six years.

## Medical and parental leave

- Eligible for FMLA after one year of employment, for self and eligible dependents
- Short-term disability (60% of base pay) for employee
- Paid parental leave for nonbirth parents, up to three weeks at 60% of base pay
- Other forms of leave of absence include personal, civic, military and bereavement/funeral leave. Ask a recruiter for details.
- Fertility benefit/adoption assistance
- Upwards child care assistance

## Wellness programs

Our wellness programs help you prioritize your physical and mental well-being. From free counseling sessions to fitness center access, we provide tools and resources to help you lead a balanced and fulfilling life.

- **Employee Assistance Program:**  
Employees and family members receive five free counseling sessions per incident with a licensed clinician through SupportLinc (supportlinc.com). Additional assistance is available for personal, family, financial or legal issues.
- **Empower Your Wellbeing:**  
Employees and spouses can complete guided wellness activities and online courses to earn points and prizes. If you are enrolled in a health plan that includes a health savings account, you can earn employer funding toward your medical expenses.
- Free access to fitness center locations.
- Well-being programs in health management, weight management and smoking cessation



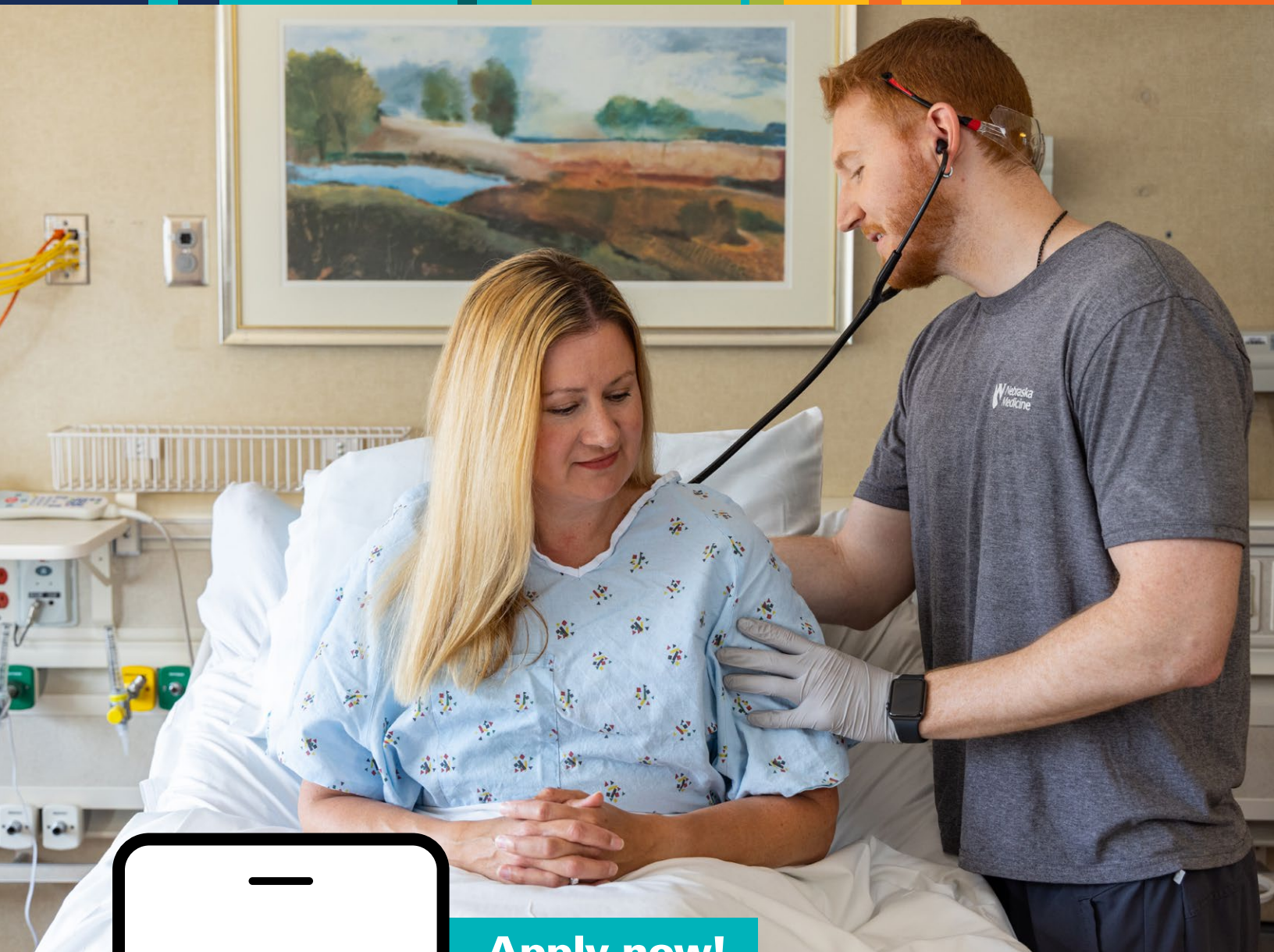
## Employee Resource Groups

Nebraska Medicine and UNMC have many active employee resource groups to help you engage and learn with colleagues, including:

- Administrative Professionals Network
- African American and Black Alliance
- All Disabilities and Abilities Partnering Together (ADAPT)
- Asian American and Pacific Islander
- Emerging Professionals Program
- LatinXcellence
- LGBTQ+ Alliance
- NursingWise
- Respect, Inspire, Support and Empower Women (RISE)
- Veterans and Military Affiliated



# ARE YOU READY TO DISCOVER YOUR POTENTIAL AS A NEBRASKA MEDICINE NURSE?



**Apply now!**



Scan the QR code or visit [NebraskaMed.com/Careers](https://www.nebraskamed.com/Careers).

If you have any questions or would like to speak to a recruiter, please contact [sourcing@nebraskamed.com](mailto:sourcing@nebraskamed.com).