

**TOGETHER. EXTRAORDINARY.**

# **Learn from the best with Nebraska Medicine**

Start your Advanced Practice Provider education and career with Nebraska Medicine, the clinical partner of the University of Nebraska Medical Center and Clarkson College. 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.



**Nebraska Medicine | Fred & Pamela Buffett Cancer Center:**

Four different locations providing extraordinary care across the state.



**Nebraska Medicine Clinics:**

More than 70 specialty and primary care clinics with 50 specialties and subspecialties.



Nebraska Medicine has more than **10,000 employees**, including **over 500 APPs**. Our APPs 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 14 consecutive years. We have also been recognized as one of the state's best employers for seven straight years. We have Magnet recognition from the American Nurses Credentialing Center.
- **Complex care:** Our health care professionals are equipped to handle the most complex and high-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 advance in their careers.
- **Supporting APPs:** We understand the crucial role APPs and students 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 learn and practice at 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.



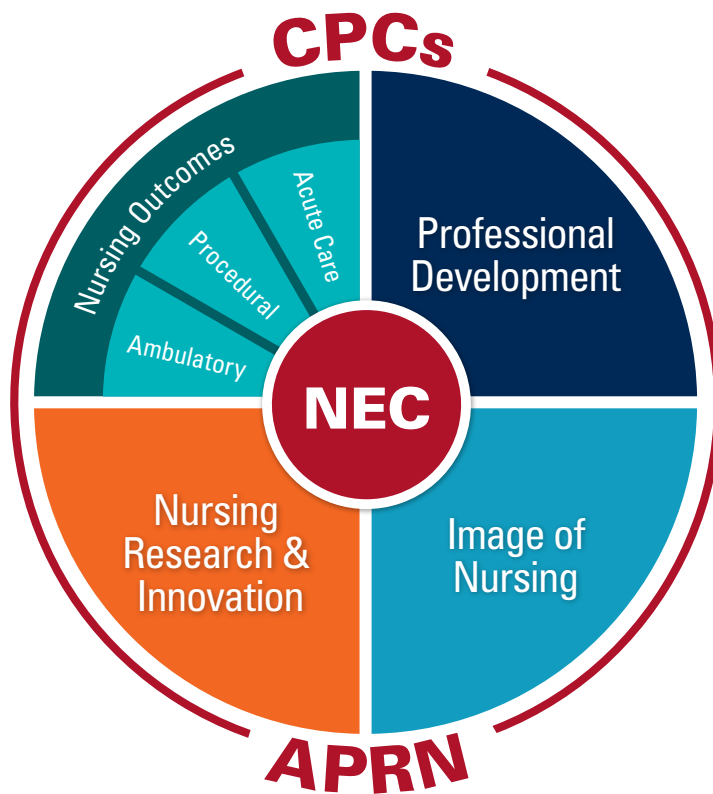


## Recognized for excellence in nursing

Nebraska Medicine is a Magnet designated institution, a recognition that signifies excellence in nursing and a commitment to high-quality patient care. For nurse practitioners, Magnet status means higher patient satisfaction, better outcomes and a culture that values expertise.

Part of being a Magnet-designated institution is ensuring nurse practitioners have a voice. Through our Professional Governance structure, nurses actively shape patient care, influence outcomes and develop as leaders within the organization.

### NEBRASKA MEDICINE NURSING PROFESSIONAL GOVERNANCE MODEL



## ABOUT US

- **Fast-paced environment:** Every day brings new challenges and triumphs. The fast-paced nature keeps you engaged and sharpens your critical thinking and decision-making skills.
- **Unlimited learning opportunities:** With a wide range of medical conditions and treatments, Nebraska Medicine 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 practice:** APPs and students develop a broad set of skills and experiences. You'll develop essential clinical skills that will serve you throughout your career.
- **Diverse patient populations:** Advanced practice exposes you to patients from all walks of life, each with unique cultural backgrounds and medical needs. This diversity broadens your perspective and fosters empathy and compassion.
- **Supportive team:** Nebraska Medicine colleagues thrive on collaboration. You'll work closely with an incredible team and encouraging leaders who are committed to your success and growth.
- **Strong foundation:** Advanced practice provides invaluable clinical learning experiences that form a solid base for your career. The skills and knowledge you gain will allow you to follow your passion as an APP.

Hear from one of our APPs about **why they love learning at Nebraska Medicine:**



“ My preceptors welcomed my questions, they supported me, they respected me and they really made me feel part of the team.

– Angie Sivertson, APRN







## OUR **SPECIALTIES**

As a new APP or APP student, 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 wide 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 specialty brings a unique patient population and requires different skill sets. Learn what it takes to succeed as an APP and the kinds of patients and treatments you will experience.

### **Ambulatory Cardiology**

**Shifts:** 8 a.m. to 5 p.m. clinic rotation, Monday through Friday. Additional opportunities to rotate in the echo lab.

**Locations:** Nebraska Medical Center and Village Pointe Health Center.

**Environment:** Ambulatory/outpatient rotation only. Patients have a variety of cardiology conditions and can rotate through the noninvasive, invasive, electrophysiology and heart failure clinics.

**Preceptors:** Individual or team-based precepting.

**Prerequisites:** Family Medicine or Internal Medicine rotation.

**Appropriate NP Track:** FNP or AGPCNP.

### **Cardiothoracic (CT) Surgery**

**Shifts:** Four-week variable schedule, generally from 7 a.m. to 3 p.m., with one weekend of call/rounding (8 a.m. to noon).

**Additional opportunities:** Participate in emergencies and organ procurements.

**Location:** Nebraska Medical Center, Omaha.

**Preceptors:** Many different physician assistant (PA) and nurse practitioner (NP) preceptors throughout rotation, depending on assignment (Cardiac Clinic, Cardiac Floor, Cardiac OR, Thoracic Clinic/OR)

**Prerequisites:** General Surgery rotation required.

**Preferred experience:** Cardiology rotation.

### **Critical Care Medicine**

**Shifts:** 12-hour day and night shifts, including holidays and weekends. The APPs typically work two to five shifts in a row, depending on schedule and vacation needs.

**Additional opportunities:** Participate in emergencies and organ procurements.

**Locations:** Nebraska Medical Center and Bellevue Medical Center. Some APPs also cover Madonna Rehabilitation Specialty Hospital, providing pulmonary consults in the long-term acute care hospital (LTACH) and acute rehab units (Monday through Friday, day shift).

**Environment:** Inpatient only; no clinic or surgical/OR time. We work closely with several specialties, including nephrology, GI, lung transplant, palliative care, neurocritical care and cardiology. Our patients are all medical ICU patients (shock, respiratory failure, DKA, overdose, pre-transplants, etc.).

**Preceptors:** May be individual or team-based precepting.

**Prerequisites:** Required inpatient clinical experience to write inpatient notes (H/Ps and progress notes), call consulting services and present patients on rounds to the attendings/fellows.

**Preferred Experience:** Students do not necessarily need ICU RN experience but it is a plus.

### Endocrinology/DEM:

**Shifts:** Generally 8 a.m. to 5 p.m., variable schedule. Ideally completed within one month for the best learning experience. Additional learning opportunities with topic-focused MD lectures (if scheduled) and Mondays clinical conferences. Mostly outpatient clinic-based, but some opportunities for inpatient on request.

**Locations:** Nebraska Medical Center, Oakview Health Center, Fred & Pamela Buffett Cancer Center – Nebraska Medical Center, Fred & Pamela Buffett Cancer Center – Village Pointe Health Center, Olson Center for Women’s Health.

**Preceptors:** PAs and APRNs will be assigned to one provider in each clinic.

**Prerequisites:** Required Internal Medicine/Family Medicine Primary Care rotation.

**Helpful experience:** Cardiology rotation; review of American Diabetes Association (ADA) Standards of Care in Diabetes (<https://professional.diabetes.org/>).

**Expectations:** Independently see patients, present cases to preceptor, formulate tentative A&P (with discussion and assistance) and complete progress notes.

**Appropriate NP track:** FNP, AGPCNP would focus in ambulatory. AGACNP would include more inpatient experiences.

### Family Medicine:

**Shifts:** 8 a.m. to 5 p.m., Monday through Friday.

**Locations:** Multiple locations across Omaha (Bellevue, Nebraska Medical Center, Elkhorn, Millard, Chalco, Eagle Run, Bennington, Fontenelle).

**Preceptors:** NPs and PAs.

**Prerequisites:** None.

**Preferred experience:** None.

**What to expect:** You will see a variety of acute and chronic conditions ranging from coughs and colds to diabetes care to depression and anxiety. You will see 15 to 20 patients per day in combination with your preceptor. You will see procedures such as pap smears, I & D’s, ear irrigations and fluorescein stains. You will improve your knowledge of differential diagnoses, treatment plans, charting and detailed physical exams. You will have the opportunity to interact with our patient-centered medical home (PCMH) team, including dietitians, pharmacists, social workers and behavioral health professionals.

**Appropriate NP track:** FNP, AGPCNP.

### Gastroenterology (Division of Internal Medicine)

**Shift:** 8 a.m. to 4:30 p.m., Monday through Friday.

**Environment:** Outpatient clinic.

**Preceptors:** Multiple preceptors ensure students experience a variety of GI cases.

**Prerequisites:** A prior rotation with Family Medicine or Internal Medicine is recommended.

### General Internal Medicine – Primary Care

**Shift:** 8 a.m. to 5 p.m., Monday through Friday. Varies with each preceptor, no weekends/holidays.

**Environment:** Clinic-based; includes some office procedures.

**Preceptor:** Typically one per rotation; although some clinics/preceptors may utilize colleagues to help students achieve required hours.

**Prerequisites:** GIM providers care for patients aged 19 and older. Patients often have multiple medical conditions such as hypertension, diabetes, heart disease, chronic lung disease and kidney disorders, or may present with undifferentiated symptoms that



require diagnostic evaluation. Students will encounter a diverse panel of adult patients, ranging from healthy young adults to medically complex older adults. Need a strong foundation of pathophysiology and pharmacology, proficient in taking patient history and completing physical exam.

**Appropriate NP Tracks:** AGPCNP, FNP.

## Hematology/Oncology

**Shift:** Students typically divide their time between the ambulatory team (Monday through Friday, 8 a.m. to 4 p.m.) and the inpatient team (10 to 12 hour shifts).

**Environment:** Primarily clinic-based, with some office procedures. This rotation offers a community practice experience and may include some hospital rounding at Nebraska Medical Center, the Fred & Pamela Buffett Cancer Center | Kearney or local hospitals in Kearney.

**Preceptors:** Students may work with multiple preceptors or a team-based preceptor model. One team member is in charge of scheduling and preceptor assignments. Some procedural experience may be included.

**Prerequisites:** Students would benefit from having a good foundation in physical assessment and internal medicine is recommended. This rotation is best suited for students nearing the end of their schooling.

## Hospital Medicine

The clinical rotation offers nurse practitioner students an immersive inpatient experience designed to build strong foundational skills essential for acute care practice.

**Patient Conditions you may encounter during this rotation:** We treat a wide range of clinical conditions as a primary service, ranging from decompensated cirrhosis to oncologic complications (solid tumor) to acute psychiatric conditions. Requires coordination with nursing, SW/CTN and consultant teams, with a high level of overall clinical autonomy.

**Shift/Hours/Schedule:**

**Day shifts:** 7 a.m. to 5 p.m., focus on clinical reasoning, complex multi-system disease management, multidisciplinary care planning and interpreting diagnostic results in real-time.

**Night shifts:** 9 p.m. to 7 a.m. During this dedicated week, students will focus on performing thorough history and physical exams, evaluating new admissions and developing differential diagnoses and initial management plans.

Each student will be scheduled into predetermined clinical shifts with APP preceptors to promote continuity of care with patients, exposure to patient populations and build rapport with the patient care team. There will be some flexibility with this scheduling approach, but students will ultimately need to make the necessary accommodations for the semester.

**Feedback and Continuity:** Most importantly, this clinical rotation provides an invaluable opportunity to receive robust feedback from clinical preceptors and experience the full continuum of the hospitalized patient – from initial patient assessment to daily management and discharge planning. Our goal is that students will gain advanced inpatient competencies, improved clinical confidence and a deeper understanding of the pace and demands of real-world hospital practice.

**Appropriate NP Track(s):** AGACNP.

## Immediate Care Clinics (Division of Family Medicine)

**Shifts:** 1 to 10 p.m., Monday through Friday, and 10 a.m. to 8 p.m. on weekends.

**Experience:** We are a branch of Family Medicine although our scope of practice is defined by the acute nature of the patients we see. Depending upon the location and hours a student could expect to work alongside multiple different practitioners.

## Infectious Diseases

**Shift:** Primarily inpatient; some outpatient depending on assignment. Usually 8 a.m. to 4 p.m., Monday through Friday.

**Environment:** Inpatient units and ambulatory clinics at Nebraska Medical Center, Bellevue Medical Center and Specialty Care Center.

**Preceptor:** Team-based preceptor model with APRNs. Students may rotate through oncology, solid organ transplant, general medicine, ortho/community and HIV services.

**Prerequisites:** Students would benefit from having a good foundation in internal medicine and physical assessment. It is recommended this rotation be towards the middle to end of your schooling.

**Appropriate NP Track:** AGACNP, AGPCNP, FNP.

### **Inpatient Cardiology**

**Shifts:** 7 a.m. to 5 p.m. clinic rotation Monday through Friday; 12-hour night shifts (7 p.m. to 7 a.m.) available.

**Location:** Nebraska Medical Center, Omaha.

**Environment:** This is inpatient rotation only. Patients have a variety of cardiology conditions and can rotate through the interventional/structural, adult congenital heart disease, electrophysiology and heart failure inpatient services.

**Preceptors:** Individual or team-based precepting.

**Prerequisites:** Hospital Medicine rotation.

**Appropriate NP Track:** AGACNP.

### **Neurosurgery Outpatient Clinic**

**Shifts:** Monday through Friday, 8 a.m. to 4 p.m. No nights or weekends required. Limited time in surgery; most operating room experience is observational or shadowing-based.

**Preceptors:** The rotation is designed to help students develop skills in evaluating outpatient neurosurgery patients, forming differential diagnoses, determining appropriate workups and imaging, and interpreting tests to guide treatment plans and recommendations.

**Prerequisites:** Students should be proficient in conducting thorough histories and physicals, writing progress and follow-up notes, reviewing imaging and documentation in advance and coming prepared to discuss assigned neurosurgical topics. It's highly advised that a student who is applying for this rotation have a general interest in neurosurgery.

### **OB/GYN Women's Health**

#### **Shifts:**

- Midwifery students: Varied clinical days and times during the week. Schedules may differ from week to week. No nights, weekends or inpatient experiences, except for certified nurse midwife (CNM) students.
- Nurse practitioners: Consistent weekday availability, though not every day of the week.

**Locations:** Students will routinely see patients at Durham Outpatient Center and Village Pointe Health Center locations and must be willing to rotate between both.

### **Pediatric Oncology**

**Shifts:** Monday through Friday, 8 a.m. to 4 p.m.

**Environment:** This would be mostly inpatient, with some clinic time.

**Preceptor:** One preceptor to one student.

**Prerequisite:** Pediatric NP students or PAs with a strong desire to do specialized pediatric care.

### **Radiation Oncology, Gynecologic Oncology, Head and Neck Surgery (Oncology)**

**Shift:** Monday through Friday, 8 a.m. to 4 p.m.

**Environment:** Clinic-based.

**Gynecologic Oncology:** May include office procedures and opportunities to observe in the OR with physicians.

**Prerequisites:** Completion of women's health coursework prior to the rotation recommended.

**Head and Neck Surgery:** May include office procedures and opportunities to observe in the OR with physicians.

**Prerequisites:** This specialized rotation is best suited for APPs nearing the end of schooling.

**Preferred prerequisites:** Prior surgical rotations or experience are helpful but not required. Students should be willing to learn both during and outside the rotation and actively participate in case discussions on neurosurgical topics.

## Rheumatology

**Shift:** Monday through Friday, 8 a.m. to 5 p.m.

**Environment:** Outpatient clinic.

**Preceptors:** Physician faculty.

**Experience:** This rotation focuses on experiential learning in the ambulatory setting, coupled with didactic educational conferences. Students will be exposed to a broad range of rheumatic disease and work alongside multiple faculty members.

## Surgical Oncology

**Shift:** Variable hours depending the area of focus.

**Environment:** Inpatient, outpatient clinic, OR or a combination of settings.

**Preceptors:** One APP in charge of scheduling with the student and preceptor(s).

**Prerequisite:** This specialized rotation is best suited for students toward the end of their training. A strong physical assessment and internal medicine is highly beneficial.

## Transplant Nephrology/Surgery

**Shift:** 8 a.m. to 5 p.m., Monday through Friday. No nights or weekends expected with very little surgery time (more shadowing/observation in OR).

**Environment:** Inpatient service and outpatient surgical clinic.

**Preceptors:** Rotation scheduled to allow students to gain experience in evaluation of inpatient and outpatient transplant nephrology and surgical patients, understanding differential diagnoses, determining appropriate workup/imaging and interpretation of tests to dictate the most appropriate treatment plan/recommendations.

**Prerequisites:** We expect students to be able to complete an admission and thorough clinic H&P, progress notes/clinic follow-up, reviewing notes/imaging ahead of time, coming to rotations prepared to discuss transplant topics assigned and engaging with staff/other APPs.

**Appropriate NP Track:** AGACNP







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

After graduation, we encourage you to apply for a position with Nebraska Medicine. We are dedicated to supporting you during your first year of employment and throughout your educational and professional journey.

Here is how we support you every step of the way:

- 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 career, Nebraska Medicine provides resources and opportunities to help you advance professionally. Educational and professional development opportunities include:

#### Tuition assistance

- » **Full-time employees:** Up to \$5,000 annually, with a lifetime maximum of \$20,000.
- » **Part-time employees (at least .5 FTE):** Up to \$2,500 annually.
- » **Employees pursuing an APRN degree:** Up to \$5,000 annually.
- » **Clarkson College MSN program:** Sponsored tuition and fees available.
- » Employees, spouses and dependents (age 23 or under) receive a 35% tuition discount at Clarkson College.
- » **Certification reimbursement:** Eligible employees may receive up to \$500 per year.



## TOTAL REWARDS

### BENEFITS FOR WHAT MATTERS MOST

Taking care of our patients and communities begins by taking care of our team. Once you are a Nebraska Medicine colleague, 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 provided through UMR, a United Healthcare company.
- Dental and vision benefits provided through MetLife.
- Flexible Spending Account/Health Savings Account.
- Retirement through Empower.
- Short-term disability.
- Long-term disability.
- Basic life insurance (1x annual salary for full-time employees).

#### Time off

- Flex time available.
- Six paid holidays: 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

Planning for the future can seem daunting, but we're here to help. Our dedicated retirement consultant is available to guide you through your savings options and help you build a plan that works for you.

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

#### Medical and parental leave

- **FMLA eligibility:** Eligible after one year of employment, for self and eligible dependents. Prior to FMLA eligibility, employees at or above 0.5 FTE are eligible for a Medical Leave of Absence (MLOA) for themselves.
- **Short-term disability:** 60% of base pay for the employee.
- **Paid parental leave:** Up to three weeks at 60% of base pay for birth and non-birth parents.

- **Other leave options:** Personal, civic, military and bereavement/funeral leave. Ask a recruiter for details.
- **Family-forming and support:**
  - » Family-forming benefits.
  - » Adoption assistance.
  - » Childcare assistance.

## Wellness programs

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

- **Employee Assistance Program (EAP):** Employees and family members receive five free counseling sessions per incident with a licensed clinician through SupportLinc ([supportlinc.com](http://supportlinc.com)). Additional assistance is available for personal, family, financial or legal issues.
- **Well-Being 360:** 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.
- Through the Well-Being 360 program you receive:
  - » Personalized coaching from certified health coaches to help you understand your health risks and improve your overall well-being with convenient, virtual support.
  - » Free access to on-site fitness centers, plus discounted subscription access to thousands of gyms and online fitness classes.
  - » Well-being programs in health management, weight management and smoking cessation.

## Mental Health Support

If you're dealing with stress, anxiety or relationship challenges, you can connect confidentially with a licensed therapist or psychiatrist from your home, phone or computer.

## Personalized Health Support

Comprehensive digital care programs help you manage chronic pain, diabetes and other ongoing health conditions. You'll get personalized plans, virtual coaching and connected tools designed to help you improve your health at your own pace.



## Employee Resource Groups

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

- African American and Black Alliance (AABA).
- Asian American and Pacific Islander (AAPI).
- All Disabilities and Abilities Partnering Together (ADAPT).
- Administrative Professionals Network (APN).
- Emerging Professionals Program (EPP).
- LatinXcellence.
- LGBTQ+ Alliance.
- Live Green Ambassadors.
- Respect, Inspire, Support and Empower Women (RISE).
- Veterans and Military Affiliated (VMA).
- Wellness, Information, Support, Encouragement (WISE Minds).



# ARE YOU READY TO DISCOVER YOUR POTENTIAL AS A NEBRASKA MEDICINE ADVANCED PRACTICE PROVIDER?



**Apply now!**



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