

Hospital Graduate Nurse Hiring Practices

Hospital	Hires	Orientation Program for GN's	Length; F/T: P/T; Content
	P/T: F/T	Y/N-Pending	Didactic/Clinical
Austin Lakes Hospital Austin, TX -Psychiatric Roy Hollis, 544-5253	Yes-P/T =2/12hr shifts	Yes	4 days didactic followed by orientation on the unit with a nurse preceptor for 3 days or longer depending on the needs of the new graduate
roy.hollis@psysolutions.com 4/7-Emailed & 4/17			
Austin State Hospital Austin, TX-Psychiatric Allen Schlinke 419-2654	Yes , P/T & F/T All staff positions are 8 hour shifts with # of shifts varying from 1-4/week depending on the position.	Yes	No set length - must be completed within 6 months. Developed by nurses for nurses. Predominantly clinical with some classroom of 3/8 hour days.
allen.schlinke@dshs.state.tx.us 4/7-Emailed			
Austin Surgical Hospital Austin, TX Sherri Emerson, 314-3808	Yes -one a year but not P/T, although would consider for an exceptional candidate	Yes	Full time for 6 months, 36 hours per week, 12 hour shifts. Designed by nurses for nurses. 100% clinical with one preceptor/grad nurse for the 6 months.
sherri.emerson@austinsurgicalhospital.com 4/7-Emailed			
Brooke Army Medical Center San Antonio, TX Pat Bolt, 210-916-2222	Yes-but not P/T	Yes	Full year, all clinical, orientation program with preceptors for 3 months of the 12 month program.
pat.bolt@amedd.army.mil lee.cefula@amedd.army.mil 4/7-Emailed			

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Central Texas Medical Center San Marcos, TX Becky Schroeder, RN, Educator 512-753-3730	Yes	Pending	18 weeks, customized/personalized to the new graduate
rebecca.schroeder@ahss.Org			
4/7-Emailed			
Central Texas Veterans Health Care System Temple, TX Micky Williams 254-743-2609	Yes-but not P/T	Yes	Currently, 4-6 weeks, 20% didactic & 80% clinical: (under revision to be individualized with new grad preceptor-based orientations of longer duration)
marjory.williams@va.gov			
4/7-Emailed			
Christus Santa Rosa Hospital, New Braunfels TX (prev McKenna) Patty Toney, VP Clinical 830-606-2153	Yes- P/T=2/12 hr shifts per week	Yes	13 weeks-full time. 20% didactic, including lecture, case scenarios & some simulation. 4 hr rotation in each department with preceptors assigned to the orientee.
4/8-Emailed			
College Station Medical Center, College Station TX, Sherri Welch, CNO 979-764-5100X5152 <i>Do</i> <i>not have a contract with</i> <i>CSM yet.</i>	Yes-but not P/T	Yes	Didactic 6 weeks, (25%). Unit orientation, with preceptors, of undetermined length, customized to meet the needs of the new grad.
sherri_welch@chs.net			
4/7-Emailed			

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Hospital	Graduate Nurse Hires P/T; F/T	Orientation Program for GN's Y/N -Pending	Length of Orientation - F/T; P/T Content/Didactic/Clinical
Cook Children's Hospital Ft. Worth, TX Sharon Ransom, RN, MHA, Education Coordinator 682-885-4282	Yes-with P/T less than 32 hrs/week, 12 hr shifts	Yes	Length varies according to unit and individual's ability to feel comfortable with the skills and information. Minimum 8 weeks and may take as long as 6 months. 20-40% didactic, with labs and simulation with preceptors
SharonR@@cookchildrens.org			
4/7-Emailed			
Carl R. Darnall Army Medical Center, Ft. Hood Diane Conn, Interim Dir 254-286-7082	Yes-have job sharing options, but less comfortable taking new grads into these positions vs full time- ONLY this year, for the first time, do they have options for hiring new grduates from the civilian marketplace with a competitive salary package.	Yes	Length generally 6 weeks for immediate practice-up to a year of closer supervision and gradually increasing responsibility to achieve pre-determined goals. Tailored to the individual. 90% clinical; 10% didactic
diane.conn@amedd.army.mil			
4/7-Emailed &4/17&6/19			
Healthsouth Rehab of Austin, Austin, TX Denise Spear, HR 474-5700			
denise.spear@healthsouth.com			
4/7-Emailed &4/17&6/19			

Hospital Graduate Nurse Hiring Practices

Heart Hospital of Austin Austin, TX Cari Cesaro, Ex Admin 407-7507	Yes, but not P/T - PRN possibly-12 hr shifts	Yes	One week full time; 40% clinical and 60% didactic with simulation and hands-on classroom time
cari.cesaro@hearthospitalofaustin.com			
4/7-Emailed			
Hospital	Graduate Nurse Hires P/T; F/T	Orientation Program for GN's Y/N -Pending	Length of Orientation - F/T; P/T Content/Didactic/Clinical
Hillcrest Baptist Medical Center, Waco, TX Dianne Demoville, Dir 254-202-5980	Yes-P/T=20 hours per week either 12 or 8 hr shifts	Yes	6-8 week internship; 2 days a week in class followed by precepted experience for the remainder of the week. Didactic 40%; clinical 60%.
ddemoville@hillcrest.net			
4/8-Emailed			
John's Community Hospital, Taylor, TX Kathy McGee, DON 512-352-7611	Yes-P/T=24 hrs per week or more	Yes	Structured individually, depending on past experience. Developed by nurses for nurses. Most of the orientation is clinical with a preceptor. Limited didactic, but do have a computer based competency program, along with skills labs.
kmcgee@johnscommunityhospital.org			
4/8-Emailed			
Scott & White Memorial Hospital, Temple, TX MeLinda LaPrade 254-724-1244	Yes-P/T=<32 hrs/wk	Yes	1 week, full time classroom-policy & procedure, competencies, computer etc. Unit Orientation length dependent on specialty area: Med/surg = 6 weeks with a preceptor
PER2ml@swmail.sw.org			

Hospital Graduate Nurse Hiring Practices

St. David's North Austin Austin -Women's Services Lynn Moore, Director Nursing Practice 901-1712 lynn.minearmoore@stdavids.com	Yes-P/T in Women's Services, Nursery & Post Partum	Yes	16 weeks of combined didactic and clinical days-including 'catching' babies at deliveries, assigning apgars and stabilization
4/8-Emailed & 4/17&4/21 teri.chavira@stdavids.com New Women's Center scheduled to open 4/09			
Hospital	Graduate Nurse Hires P/T; F/T	Orientation Program for GN's Y/N -Pending	Length of Orientation - F/T; P/T Content/Didactic/Clinical
St. David's Round Rock Round Rock, TX Lorraine Ondrej, CNO 341-5172 loraine.ondrej@stdavids.com 4/8-Emailed	Yes-most of the GN's Hired P/T are Aemsn=3-4 shifts each 2 week pay period	Yes	Dependent on the area the GN will be working in. All GN's attend an 11 week apprenticeship program, as well as 8-20 weeks of clinical orientation. GN's can also apply for the SNAP Fellowship which is 2 years in length. 20% didactic and 80% clinical. 3 of the 4 Unit based educators at RRMC are Master's prepared.
St. David's South Austin Hospital, Austin, TX Joan Minnick Coordinator Clinical Education 416-6386 joan.minnick@stdavids.com 4/8-Emailed	Yes, both F/T & P/T	Yes	6 days prior to going to the Unit-composed of 50:50 class: clinical; this is followed by 10 weeks unit orientation for med/surg and 16 weeks unit orientation for critical care. Unit orientation is 20% didactic:80% clinical.

Hospital Graduate Nurse Hiring Practices

UTMB Austin Women's Hospital, Austin, TX Sybil Bowers, RN, 322-2121 sbowers@UTMB.edu	Yes, but not P/T	Yes	Length is based on individual learning needs. A full time orientation of 3 months or longer is available if needed. First 2 weeks are primarily didactic, followed by clinical orientation with a preceptor.
4/8-Emailed			
Hospital	Graduate Nurse Hires P/T; F/T	Orientation Program for GN's Y/N -Pending	Length of Orientation - F/T; P/T Content/Didactic/Clinical
Wilford Hall Medical Ctr Lackland AFB, San Antonio, TX Sharyn Hights 210-292-7443 sharyn.hights@lackland.af.mil	Nurses w/experience are hired either through contract or the Civil Service system. New graduate nurses are hired through the Air Force and are commissioned as officers. 99% are full time; very rarely are nurses hired p/time	Yes	3-step orientation process: orientation for all staff orientation for nursing staff orientation on the unit to which a new nurse is assigned
4/8-Emailed & 6/19			