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Dear Nurse Colleague,

I understand you are interested in joining the staff of UK HealthCare. First, let me congratulate you on selecting nursing as your career choice. I also want to congratulate you on your choice of application to, what I believe, is the most progressive and dynamic care environment in our region.

As the Chief Nursing Executive of UK HealthCare, I want to communicate clearly the expectations of our professional nursing staff so you may make an informed decision as you progress through the recruitment process.

The Nursing Vision at UK HealthCare is simple: Leading the way for every patient, every time. The care provision and care coordination at UK HealthCare is some of the most complex and progressive care you likely will experience in your career (which I hope is a long one at UK if we can ascertain a match in your expectations and ours). Our Nursing Professional Practice Model uses some basic foundational elements upon which we expect to achieve the vision articulated. The tenets of our professional practice model to which you must subscribe in order to be successful here are:

• I believe patient/family centered care is our core element.
• I am accountable for decisions and actions.
• I am a leader committed to evidence based practice.
• I am empowered to ask, act, and decide.
• I am inspired to learn, innovate and excel.

Our professional practice model serves as the framework for our clinical practice and our daily conduct as nurses in this setting. Further, we are committed to shared governance, believing that each nurse has a right and a responsibility to participate in shaping nursing practice at UK HealthCare. We take these elements very seriously, and by way of this correspondence, I would ask you to give some thoughtful deliberation to our practice model, our vision and our accountability to our patients and their families.

We look for the best and the brightest individuals who are articulate, tenacious, and passionate about patient-centered care. We intend to provide superior care and a superior experience for our patients and families, understanding that we cannot afford mediocre performance or lukewarm aspirations. Our ambition as nursing professionals is to evolve our practice to the level where each of us would be comfortable to bring our families, friends and others to receive the very best in nursing care.

UK HealthCare is not the appropriate practice venue for all clinicians. We realize the pace and complexity of our environment may not be suitable to your desires as a practicing professional. If, as you read this letter, you are excited about the prospect of working in such an environment, we will welcome you. If not, I wish you well in whatever nursing path you pursue.

Again, thank you for considering UK HealthCare as your practice venue. I will look forward to meeting you in person.

Colleen Swartz, DNP, MBA, RN
Chief Nurse Executive
About UK HealthCare

UK HealthCare consists of the medical, nursing, health sciences, public health, dental and pharmacy patient care activities of the University of Kentucky in Lexington, Ky., and in several off-site locations. Drawing upon the clinical expertise of UK faculty in six health science colleges – Medicine, Pharmacy, Nursing, Health Sciences, Dentistry and Public Health – the UK HealthCare system is uniquely equipped to provide advanced patient care and serve as an information resource for the Commonwealth of Kentucky.

Through relationships with rural and community providers, UK HealthCare is strengthening local health care and improving Kentucky’s health care delivery system. In keeping with the University of Kentucky’s vision to be among the Top 20 publicly funded universities, UK HealthCare is advancing that vision by providing integrated, multidisciplinary health care and developing advanced medical therapeutics for the people of Kentucky and surrounding regions.

The UK HealthCare continuum of care includes UK Albert B. Chandler Hospital, Kentucky Children’s Hospital, UK Good Samaritan Hospital, Kentucky Clinic, UK Polk-Dalton Clinic, Kentucky Clinic South, UK Polk-Dalton Family Care Center, 80 specialized clinics, 140+ outreach programs, and a team of 6,000 physicians, nurses, pharmacists and health care workers all dedicated to patient health.

Good Samaritan Hospital

UK Good Samaritan Hospital is an acute-care facility with 302 licensed beds. Founded in 1888, the hospital has a long tradition of providing exceptional patient care in a community-hospital atmosphere. Its acquisition in July 2007 by UK HealthCare added the resources of a major health care system.

With more than 600 clinical and ancillary staff and a medical staff of more than 600 physicians, UK Good Samaritan is able to offer a broad range of health care services to meet the needs of the residents of central and eastern Kentucky. All patient rooms in the hospital are single-occupancy, ensuring each patient privacy and individual attention.

A 50,000-square-foot medical office building is conveniently connected to the hospital by a pedway and is home to specialty physicians including orthopaedics, internal medicine and plastic surgery.
Eastern State Hospital

Managed by UK HealthCare, the new Eastern State Hospital opened in September 2013, providing a modern, comfortable setting for state-of-the-art inpatient mental health services. Designed and built with patients’ recovery in mind, the bright, airy 300,000-square-foot hospital has space for 239 beds.

The hospital consists of three patient care towers of three floors each. The Allen, Gragg and Wendell towers are similar in layout and features. The Allen Tower houses the Long Term Care Facility, which includes an Acquired Brain Injury Unit and a Geriatric Unit. The campus also includes the Central Kentucky Recovery Center, four personal care homes designed to help individuals transition to the community.

Located on the University of Kentucky’s Coldstream Research Campus, the state-owned facility provides care for patients from Fayette and 49 surrounding counties.

Eastern State Hospital’s staff consists of more than 500 employees, including mental health associates (MHAs), RNs, LPNs, SRNAs, social workers, psychologists, psychiatrists and other health care professionals, as well as administrative staff. As UK HealthCare employees, our staff enjoys an exceptional benefits package that includes an outstanding retirement plan; competitive health, dental and vision coverage; and extraordinary educational programs.

To learn more about a career at Eastern State Hospital, and to apply, visit careers.esh.ukhc.org or call ESH Human Resources at 859-246-8563.

Employment at ARH

Appalachian Regional Healthcare (ARH) and the UK Gill Heart Institute are working together to improve access to patient-centered care in Eastern Kentucky and extend the Gill Heart Institute’s services into the region.

With the partnership between ARH and UK, patients can receive high-quality, state-of-the-art heart care close to home, backed by the experts at the UK Gill Heart Institute. Patients in the area can receive UK’s advanced treatment options while still working with local doctors they’ve always known.

To learn more about nursing opportunities at ARH, please visit: arh.org/Hazard_Nursing_Opportunities.aspx
Benefits — An overview of our exceptional benefits

The University of Kentucky is proud to offer a variety of benefit plans. The benefits offered by the University include an outstanding retirement plan, competitive health, dental and vision coverage as well as extraordinary educational programs. As an employee eligible for benefits, you may choose to cover yourself, your children up to the age of 26, your spouse or sponsored dependent and children of a sponsored dependent up to age 26 who live in your household. Verification of relationships may be required (birth certificate, marriage license, etc.). For a more complete listing of UK’s benefits and eligibility, visit uky.edu/HR/benefits.

Retirement Plan
200% MATCH! Retirement savings represent an important part of your total compensation package by ensuring a more financially secure future. When you participate in the 403(b) retirement plan, you contribute 5% of your base salary and the University proudly matches your contributions with an amount equivalent to 10% of your base salary. Participation in this plan is mandatory for employees age 30 and over. You will be fully vested upon completing three years of continuous, regular, full-time service. Additional retirement saving options and resources are available.

Paid Leave
New regular full-time staff accrue 10-15 vacation days per year and enjoy 12 paid holidays annually. After continuous service, vacation leave increases to a maximum of 20 days per year. Regular full-time faculty in ten, eleven and twelve month assignments are entitled to 22 days of vacation leave per fiscal year. Regular full-time staff accrue 12 days of Temporary Disability Leave (TDL), “sick leave” per year. Our family friendly policy allows “sick leave” to be used not only for oneself, but also to care for children, spouses/sponsored dependents, parents, grandchildren, grandparents, brothers and sisters and others residing in the household. For additional details, see uky.edu/HR/policies for policies regarding paid leaves.

Health Plan Coverage
UK offers four health plan options. You can decide on the plan and coverage that is best for you and your family’s needs. There are a variety of plan designs to choose from including Preferred Provider Organization (PPO), either Health Maintenance Organization (HMO) or Regional Health Plan (RHP) and Exclusive Provider Organization (EPO).

Pharmacy/Prescription Benefit
Express Scripts administers the universal prescription benefit for UK. Employees are automatically enrolled in the pharmacy benefit program when enrolled in a health plan. The plan provides 24-hour customer service, web-based drug information, and an integrated mail service pharmacy. Employee Benefits has two dedicated pharmacists on staff to provide prescription co-pay counseling to assist in finding the most cost-effective medications for you and your family.
**Dental Insurance**
There are four dental plans offered through two carriers: UK Dental Care and Delta Dental Program. All plans offer a benefit towards basic preventive services for cleaning and office visits two times per year. Additional benefits may be provided based on the plan you choose.

**Vision Insurance**
Vision insurance is offered through EyeMed. The vision plan offers savings on eye exams, contact lenses, lens options and accessories, as well as LASIK and PRK laser vision correction procedures.

**Life and Accidental Death and Dismemberment Insurance**
Basic life insurance coverage in the amount of one times your salary is provided at no cost. Additional term life insurance may be purchased in an amount up to five times your annual salary. Accidental Death and Dismemberment Insurance may be purchased to pay in the case of an accidental death or serious injury. Dependent life insurance for a spouse, sponsored dependent, and/or child(ren) may be purchased in the amount of, $10,000, $15,000 or $20,000.

**Flexible Spending Accounts**
Eligible health care and child/dependent care expenses may be paid with tax-free dollars through flexible spending accounts. These plans are administered by ConnectYourCare. For your convenience, a Flexible Spending Debit Card will be automatically mailed to you upon enrollment to use for eligible health care flexible spending purchases.

**Voluntary Benefits**
Additional benefits are available to purchase with automatic payroll deductions. Benefits include long-term care, universal life, short-term disability, cancer insurance, group home and auto insurance, and pet insurance. These benefits are administered the MPM Group, LLC.

**Employer Assisted Housing Program**
Regular, full-time faculty and staff are eligible for “forgivable loans” of up to $15,000 to purchase homes, condominiums, townhouses and duplexes in the designated neighborhood areas. The loans can be used for down payment and closing cost, rehabilitation or renovation assistance.

**Employee Discount Program**
Our employees receive discounts and/or other incentives with a wide array of businesses. Businesses include: bookstores, amusement/entertainment, apartments, home loans, retail & sales, travel and much, much more! Discounts can also be applied toward purchases of some UK athletic events.

**Education Programs**
Regular, full-time faculty and staff may receive a tuition-waiver for up to 18 credit hours per academic year through the Employee Education Program. Eligible employees with at least one year of continuous, regular, full-time service who are not utilizing the Employee Education Program may choose to receive a tuition discount (10% – 50%) for their child or spouse/sponsored dependent through the Family Education Program.
Professional Development
Improve your skills or learn new ones via UK’s professional development opportunities including computer classes, supervisory training, GED classes, The Learning Center (hospital training), safety training and many more.

Health and Wellness Program
Our Registered dietitians, Health Fitness Specialists and Certified Wellness coaches are here for you. These UK experts are ready to confidentially meet you where you are on your personal path to developing healthful habits.

• BodyShop Fitness: We offer two on-campus gyms and over two dozen group fitness classes a week that are held at varying campus locations for the low cost of $7 per month (or $3.50 biweekly) via payroll deduction.
• Weight Loss Matters: This is a 10-week weight loss program where you set your own goals and then work with our registered dietitian to help meet those goals. Weekly class options include on-campus, online, lunch and evening.
• Exercise Consults: Meet one-on-one with our Health Fitness Specialist who will help you identify – and reach – your physical activity goals. Whether you are focused on weight loss, strength training, decreasing back pain or another goal, we will support you.
• Nutrition Consults: We offer the support of our Registered Dietitians on staff, who you may schedule an appointment to connect with in person, over the phone or by email. Whether you are addressing nutrition to help you feel more energized, look your best, feel your best while managing a disease or to help with another goal, we will support you.
• Tobacco Cessation Coaching: This is a research-based, holistic health-coaching program in which participants choose to actively partner with a UK Certified Health & Wellness Coach for 12-weeks to quit tobacco – and stay quit.

Work-Life Office
Provides strategies and support to build one great place to work with an environment that helps employees be effective and productive, through being able to manage work, family, and personal responsibilities. The Work-Life program provides resources on: flexible work schedules, disability care resources, pet care information, leadership development for staff and faculty, and much more. A few highlighted offerings include:

• Elder Care: This on-site resource center provides support and tools for employees faced with the need to provide care for parents or older family members.
• Work+Life Connections: Free, voluntary counseling services and referral service for employees, their spouses, children and sponsored dependents who are seeking help with personal, couple, family, substance abuse and financial concerns.
• Child Care: The University of Kentucky has partnered with Woodland Early Learning Center to bring quality early education to the UK campus with discounts for employees.

To learn more about these benefits and others, please visit our benefits website at uky.edu/HR/benefits.
Our mission is to provide nursing staff with quality educational programming and resources through creative leadership and quality initiatives.

Educational Opportunities

Educational Programs/Support

Our educational programming includes full orientation programs for new Registered Nurses (RN), Nursing Care Technicians (NCT) and Patient Clerical Assistants (PCA) as well as ongoing education and training for employees:

- Critical Care and Progressive Care Orientation Program including the nationally acclaimed self-paced learning module developed by the American Association of Critical Care Nurses, ECCO: Essentials of Critical Care Orientation.
- Acute Care area-specific content including disease process and use of patient population-specific equipment and nursing techniques.
- American Heart Association-sponsored certifications including: ACLS, PALS, NRP, TNCC and EPNC
- Kentucky Board of Nursing-approved Continuing Education Courses designed to meet the learning needs of staff.
- Post-baccalaureate Nurse Residency Program for new graduates of baccalaureate nursing programs, focusing on the transition to professional practice. New BSN graduates receive support from nurses, professional career development assistance, leadership and role-transition assistance through workshops and group interaction.
- ADN Support to Practice: A program for new staff in the acute care hospital setting, designed to support new ADN graduates in their first transitional year as an RN.
- Preceptor Development and Training Program is a continuing education for the experienced nurse who is serving in the role of preceptor to new staff.
BSN Residency Program
The UK HealthCare BSN Residency is a national program offered locally. It is a one-year educational and support program for new BSN graduates in a bedside role, providing regular contact with expert nurses, peers and facilitators as you transition from student to your new nurse professional role within UK Chandler Hospital, UK Good Samaritan and Kentucky Children’s Hospital. To facilitate our transition, the program is offered as a partnership between the hospital setting and the UK College of Nursing. The UK HealthCare BSN Residency Program is one of only a few that has received full accreditation by the Commission on Collegiate Nursing Education (CCNE).

For more information visit, ukhealthcare.uky.edu/professionals/nursing/bsn-residency/

Other support
1. Preceptorship program
2. RN Internships
3. Scholarships
4. Student Nurse Academic Practicum
5. Tuition Reimbursement

The Nursing Career Resource Center is available to all UK HealthCare nurses, nurse administrators, Nursing Care Technicians (NCTs) and UK College of Nursing students. We offer assistance for all phases of a career.

Our services include:

• One-on-one career coaching.
• Exploring different career opportunities.
• Customizing a job search campaign.
• Identifying marketable skills.
• Polishing a resume or CV.
• Preparing for an interview or refining interview skills.
• Researching employers.
• Exploring educational options.
• Mock/practice interviews.
• Group career planning presentations given by Sue Strup.

Career services for nurses and students are available in person, by phone or through email. For more information on the Career Center and Career Planning please see ukhealthcare.uky.edu/professionals/nursing/career/
Patient Care Areas

Close collaboration with the College of Nursing creates a unique environment where both the patient and the nurse benefit from the experience. Nurses at UK HealthCare work in a variety of roles and locations, including:

• Kentucky Children’s Hospital.
• Maternal Care Services.
• Markey Cancer Center.
• OR/PACU (Good Samaritan Hospital, Chandler, Center for Advanced Surgery).
• Endoscopy/Interventional Radiology.
• Emergency Department (Chandler & Good Samaritan Hospital).
• Ambulatory.
• Trauma/Acute Care Surgical Services/Dialysis.
• Cardiovascular Services/Gill Heart Institute.
• Neurosurgery/Neurology.
• Eastern State Hospital.
• ARH – Hazard/Harlan.
• Medicine/Pulmonary.
• Capacity Command (Per Diem Pool).
• Good Samaritan Hospital ICU/Progressive Care.
• Good Samaritan Hospital Acute Care/Behavioral Health.

For more information, visit ukhealthcare.uky.edu/nursing
Nursing Professional Practice Model

There are five values at the core of UK HealthCare nursing:
1. Empowerment
2. Teamwork
3. Innovation and learning
4. Learning patient-centered care
5. Evidence-based practice

Professional Practice Model, Based on Swanson’s Theory of Caring

Caring: I believe that patient/family-centered care is our core element of nursing.
Knowing and being with: I am accountable to myself, my patients, my team, my organization and my profession for my decisions and actions.
Doing for: I am a leader committed to evidence-based practice, a safe environment and quality outcomes.
Enabling: I am empowered to ask, act and decide.
Maintaining belief: I am inspired to learn, innovate and excel.

A positive working environment underpinned by the Behavioral Standards Program provides the framework whereby interdisciplinary, professional relationships are developed. Benner’s theory, Novice to Expert, serves as the foundation for nursing education and development and is enhanced by:

• BSN Residency Program.
• ADN Support to Practice Program.
• Nursing Professional Advancement Program.
• Perioperative internships.
• Emergency Department internships.
• Nursing certifications.

Continuing formal education is valued, and provisions for tuition benefits are provided by the university. The Nursing Professional Advancement Program provides the opportunity for recognition and funding for continued educational programs. Sharing of knowledge with peers, other health care providers and patients/families throughout the Commonwealth is supported through various outreach programs and opportunities.

The nursing council structure provides the avenue for shared governance and decision-making within nursing.
UK HealthCare Delivery Model

The Care Delivery Model is led by a triad—a nurse, a physician and an administrator—that functions as a team and has the operational responsibility and accountability for patient care quality, service excellence and overall efficiency of care delivery. As much as possible, patient populations are grouped in services lines that represent the continuum of critical, progressive and acute care. Roles that make up the nursing care team include staff nurses and nursing care technicians (NCT). Registered nurses plan and deliver nursing care to each patient and may be assisted by the NCT. Additional members of the care delivery team include clinical nurse specialists and clinical nurse experts. These two roles ensure that staff nurses, and thereby patients, have access to the evidence that supports nursing excellence. They serve as expert consultants to the staff nurse and ensure that standards of care are in place and the latest evidence is being used to promote nursing excellence. Staff development specialists are also available to support the professional development of nursing staff, as UK HealthCare nurses are committed to learn, innovate and excel in the practice environment. The practice of nursing at the unit level is a shared responsibility. Patient Care Managers (PCM) and staff nurses, via the unit based council, collaborate to address care delivery matters, and when appropriate, determine needed changes that support quality improvement and/or adherence to practice standards. Each nurse is accountable for her/his decisions and actions related to care of patients.
At UK HealthCare, we are proud of our great nursing services.

Our nursing mission, vision, values and philosophy

Mission
Provide leading-edge patient care while advancing professional nursing and practice.

Vision
Leading the way for every patient, every time: Practice, patient care and scholarship

Values
• Empowerment
• Teamwork
• Innovation and learning
• Patient-centered care
• Evidence-based practice

Philosophy
• We consider our work as nurses to be an honor, and we strive for continuous improvement in order to provide excellence in all that we do.
• Nursing care is delivered in a complex environment that supports the trifold mission of patient care, education and research. As nurses we participate in each aspect of the mission with patient care holding the principal position in our daily efforts.
• Organizationally, we are committed to shared governance for nursing practice. Therefore, UK HealthCare nurses’ practice is of an autonomous nature with the commensurate accountability for nursing process and outcomes.
• The dynamic nature of patient care dictates that we support ongoing education for all nurses, including the goal of the baccalaureate degree as the entry level for the majority of our nursing staff. Our nurses are expected to meet patient and organizational goals. Through education, coaching and mentoring, we are committed to developing expert nurse clinicians and leaders.
• By means of clinical inquiry, research and a work environment that fosters learning and expert practice, we continuously strive to add to the body of knowledge that supports and improves nursing quality and patient outcomes.
• As a patient’s right to participate in care planning and choices is a held nursing value at UK HealthCare, we understand that patient and family education regarding treatment and care options is a nursing responsibility, held jointly with our physicians and other members of the team. We accept that responsibility.

Nursing Professional Advancement

Mission Statement
To provide a structure where nurses can be recognized for achieved and sustained nursing excellence with performance and contributions to their workplace, organization and the community.

Requirements
A Registered Nurse (RN) must meet all of the following criteria:

• The recognition of achieving Professional Nurse bronze, silver, gold or platinum level is open to all register nurses employed by UK HealthCare.
• Completed RN competency packet with supportive documents in areas of:
  - Efficiency
  - Quality and Safety
  - Service Excellence
  - Professional Development for level desired
• A current performance evaluation that reflects the applicant consistently meets or exceeds performance standards. Ask your Patient Care Manager (PCM) or direct supervisor to complete your performance evaluation early if not in sync with the review times.
• Two peer evaluations that say the applicant consistently achieves or exceeds peer performance standards. (One to be chosen by applicant; the second completed anonymously by someone the PCM or direct supervisor chooses). Pool RNs must have feedback from a co-worker from a unit on which they consistently work.

Rewards
Recognition available to RNs EMPLOYED in a hospital unit or hospital-based clinic:

A. Non-salaried RNs at a grade level 10 or 11 who provide direct patient care (0.2 FTE must document a minimum of 480 hours annually). Direct patient care is defined as:
  • Provides direct hands-on patient care (e.g. take patient assignments, performs patient evaluation at bedside, monitors/manages patients post change in level of care) and/or
  • Provides direct patient/family education and teaching and/or
  • Provides bedside coaching of other nurses.
• Non-salaried RNs at a grade level 10 in a clinical nurse job title.
• Non-salaried RNs at a grade level 10 not in a clinical nurse job title who successfully document they meet the above criteria, including the actually number of hours spent providing direct patient care.
• Non-salaried RNs at a grade level 11 who successfully document how they meet the above criteria including the actual number of hours spent providing direct patient care.
Are eligible for the following recognition:

1. Recognition of achieving the level status.
2. Portfolio may be used to support performance evaluation.
3. Level differentials, conference money and professional leave:
   - **Novice**: no level differential, professional leave or conference money.
   - **Competent Beginner**: no level differential, professional leave or conference money.
   - **Competent RN**: no level differential, professional leave or conference money.
   - **Bronze Level**: $1.00/hr differential, 16 hours of external professional leave biannually, no conference money.
   - **Silver Level**: $1.25/hr differential, 16 hours of external professional leave biannually, $750 for conference attendance biannually.
   - **Gold Level**: $1.75/hr differential, 32 hours of external professional leave biannually, $1,000 for conference attendance biannually.
   - **Platinum Level**: $2.00/hr differential, 40 hours of external professional leave biannually, $1,500 for conference attendance biannually.

B. Non-salaried RNs at grade level 10 or 11 who do not perform 50 percent of their FTE in direct patient care, non-salaried RNs at grade level 12 or above and all salaried RNs are eligible for the following recognition:

- Will receive the recognition of achieving the level status.
- Portfolio may be used to support performance status.
- Will be given first consideration when selecting individuals to travel for educational opportunities, recruiting events and other forms of recognition by Nursing Services.

C. Recognition available to RNs NOT EMPLOYED in a hospital unit or hospital-based clinic:

- Will receive the recognition of achieving level status.
- Portfolio may be used to support performance status.
**Advanced Practice Providers**

In 1992 the American Nurses Association (ANA) Congress of Nursing Practice approved the following definition of advanced clinical nursing practice:

Nurses in advanced clinical practice have a graduate degree in nursing and they:

- Conduct comprehensive health assessments.
- Demonstrate a high level of autonomy.
- Possess expert skills in the diagnosis and treatment of complex responses of individuals, families and communities to actual or potential health problems.
- Formulate clinical decisions to manage acute and chronic illness and promote wellness.
- Integrate education, research, management, leadership and consultation into their clinical role and function in collegial relationships with nursing peers, physicians, professionals, and others who influence the health environment.

There are four types of Advance Practice Registered Nurses (APRNs): nurse practitioners, CRNAs, nurse midwives and clinical nurse specialists.

**Certified Registered Nurse Anesthetist (CRNA)**

Being a CRNA at UK HealthCare is a challenging and rewarding experience.

UK HealthCare provides a broad range of comprehensive surgical services that includes: Orthopedics, ENT, vascular, CT, neurosurgery, OB/GYN, dentistry, ophthalmology, organ transplantation, plastic surgery, general surgery, minimally invasive surgery, interventional radiology and trauma surgery.

Certified Registered Nurse Anesthetists (CRNAs) are a vital part of the surgical team and are autonomous in their practice. The nurse anesthetist works with a supervising anesthesiologist to provide safe intraoperative patient care for a wide variety of complex cases, which span all age groups.

**Nurse practitioners**

UK HealthCare employs Advance Practice Registered Nurse (APRNs) in a variety of clinical areas and specialties, including:

- Anesthesiology
- Emergency Medicine
- Family and Community Medicine
- Cardiovascular Medicine
- Endocrinology
- Gastroenterology
- General Internal Medicine
- Hematology, Blood & Marrow Transplantation
- Interventional Radiology
- Medical Oncology
- Neonatology
- Nephrology
- Neurology
- Neurosurgery
- OB/GYN
- Ophthalmology and Visual Sciences
- Orthopaedic Surgery
- Otolaryngology
- Palliative Medicine
- Pediatrics
- Psychiatry
- Pulmonology
- School-based University Health Services
- Surgery
- Transplant
- Women’s Health
Nursing Research

The mission of nursing research at UK HealthCare is to advance evidence-based and research-based nursing practice. Our vision is to aid the people of Kentucky and beyond in optimizing health by excellence in nursing care.

Research Priorities

The research priorities for Nursing Research at UK HealthCare have been established in conjunction with nursing services and the College of Nursing to build on existing programs.

Research Philosophy

The philosophy of Nursing Research at UK HealthCare is to apply clinical and basic research to the practice of evidence-based nursing care to:

- Understand and ease symptoms of acute and chronic illness.
- Prevent or delay the onset of a disease or disability or slow its progression.
- Improve clinical settings in which care is provided.
- Assess the quality of care as perceived by our patients.
- Determine, test or implement strategies to improve patient care.

UK nursing research accomplishes its mission by using highly educated nurses to educate and mentor clinical nursing staff in developing and conducting research. In addition, UK HealthCare supports collaboration between the academic and clinical sectors to provide a suitable setting for comprehensive research training.

Clinical Attire Guidelines

Attire is a form of nonverbal communication that influences care provider and patient relationships, creating either a positive or negative first impression within three to four seconds of an encounter. Best practice evidence shows that patients and families are comforted and have greater confidence in their care when they can easily identify the professional who is caring for them. Nursing services has positioned themselves as a leader at UK HealthCare by establishing very specific professional appearance guidelines. We depend on each of you to maintain those high standards. The following guidelines outline the clinical attire approved for licensed and non-licensed nursing staff.

- RN/LPN (outside KCH) are required to wear galaxy blue or white scrubs (tops, bottoms, jackets).
- RN/LPN (KCH) may wear child friendly scrub tops and jackets with galaxy blue or white scrub bottoms.
- NCT/CST (outside KCH) are required to wear teal scrubs (tops, bottoms, jackets).
- NCT/CST (KCH) may wear child friendly scrub tops and jackets with teal bottoms.

T-shirts other than white/galaxy blue are not permitted for RN/LPN. T-shirts other than white/teal are not permitted for unlicensed staff. Staff may elect to have the UK HealthCare logo monogrammed on their scrub attire per UK HealthCare graphic standards. The UK Athletic logo and/or wildcat logo is not permitted. Every employee shall wear the official UK HealthCare identification badge, prominently displayed on the front upper torso, whenever on duty.