



Welcome to the unique InEmory Program!

You are about to embark on an educational journey designed with the end in mind. As a second-degree student, you bring a vast array of professional and personal experience that will enrich your professional journey into nursing. Emory Healthcare (EHC), Georgia's top-ranked health care system, and the Nell Hodgson Woodruff School of Nursing a nationally ranked school of nursing, have created an unparalleled collaboration through the InEmory Master of Nursing (MN) Program to provide a seamless pathway to practice. Our goal is to integrate you into the Emory community so that you can envision yourself as a member of the care team from the very first day. The features of this exciting academic-practice partnership include:

- EHC has 11 health care facilities with four Magnet® designated hospitals.
- As an InEmory scholar, you will receive a \$10,000 scholarship from the School of Nursing
- EHC nurses and nurse leaders serve as clinical instructors, course coordinators and simulation/lab faculty.
- All clinical experiences occur at EHC, except for pediatrics and some population/public health rotations, and some of the units are Dedicated Education Units, a unique learning model where your clinical instructor is the bedside nurse.
- You are guaranteed a job on a medical/surgical unit in any of the 11 hospital facilities upon graduation and successful completion of the NCLEX-RN licensure examination as well as any other EHC hiring requirements. (see HR website)

<https://www.emoryhealthcare.org/careers/nurse-residency.html>



- InEmory scholars have a priority hiring process for medical/surgical open positions at EHC. Medical/Surgical units comprise a wide range of clinical settings across EHC operating units; you may have an opportunity to work on units that specialize in a variety of areas such as neurology, cardiology, hematology, and transplant. (see appendix).
- You will have one-on-one meetings with the program director two times during your program to discuss career aspirations; this information also aids in the role transition placement process. In addition, you will have access to EHC corporate director for career advancement to help guide your career path while in school.
- Electives are available for you to take during your program; they were selected to enhance your competencies in medical/surgical nursing.
- You will have the opportunity to work at Emory Healthcare while you are in school. The InEmory Nurse Tech position allows you to work in a patient care technician role during all four semesters, depending upon your level of healthcare experience. Working as an InEmory Nurse Tech provides you with additional hands-on experiences, the ability to earn income, and the opportunity to connect with EHC leaders and clinicians.



- We look forward to collaborating with you on this journey as you prepare to become part of the most trusted profession of nursing. Our goal is to graduate nurses who want to make Emory Healthcare their career destination. While our program has many unique attributes, you also bring much to the partnership. As such, there are expectations for InEmory Scholars worth noting, including: Your admission and acceptance into the InEmory program signifies your intent to work for EHC in medical/surgical nursing. We expect graduates of the InEmory program to interview for positions on an EHC medical/surgical unit.
- We want you to stay with Emory Healthcare. If you choose a job at EHC that is in a specialty other than medical/surgical nursing you will be eligible for those positions but you will not be guaranteed a position.
- Upon accepting an offer from EHC you will enter into a 12 month EHC Nurse Residency Program (NRP), a CCNE accredited program. This program offers exceptional opportunities to learn and grow while bridging the gap from the classroom to real-life nursing practice. Nurses going through the NRP sign a promissory note affirming their commitment to work at EHC for at least two years.
- We expect InEmory Scholars to be committed to inclusiveness and embrace the Emory University Code of Conduct and the EHC Pledge as their standards for behavior (see attachment).
- We expect InEmory Scholars to embrace the “true north” of EHC as depicted in this diagram; True North: Our Patients, and families, our people, our community





NELL HODGSON
WOODRUFF
SCHOOL OF
NURSING

EMORY
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EMORY
HEALTHCARE

Our Values

Excellence

We make a difference in the health of the world because we are unflinchingly committed to the highest quality in nursing education.

Collaboration

We believe the only way forward is to share what we know and work together, across communities, perspectives, and cultures.

Social Responsibility

We treat all with respect and dignity and actively engage with others to positively influence health and social justice for all humans.

Innovation

We use our knowledge and rigor to create the world's newest and most exciting approaches to health education and health care.

Leadership

We stand as an example, shaping nursing, health care, and our school through vision, courage, and optimism.



Program Standards of Behavior

Emory University

Respect Statement

The Nell Hodgson Woodruff School of Nursing is a learning community enriched by diversity. We are committed to inclusiveness recognizing that open exchange is necessary as we learn from each other and respect different perspectives of an issue.

We are committed to:

Promote Respect

- We will respect the dignity and rights of students, faculty and staff regardless of position, rank or authority.

Initiate Dialogue

- We will initiate thoughtful dialogue and express differences of opinion in a courteous manner, without fear of reprisal or insult.

Cultivate Reflection

- We will listen respectfully while others share ideas, allow speakers to complete their thoughts and be open to considering new approaches.

Foster Equity

- We will foster a safe and equitable academic environment that acknowledges the contributions and experiences of persons from unique identities and backgrounds.

Emory Healthcare

The Pledge

We will treat each other the way we want to be treated.

We will.

- treat everyone as professionals and with respect and dignity
- greet each other by name
- welcome and encourage new team members
- be honest and open in all interactions
- be respectful of everyone's privacy
- be culturally and racially sensitive

We will not ...

- raise our voices in anger or use sarcasm or profanity
- be passive-aggressive
- make culturally or racially derogatory remarks
- undermine each other's work
- criticize each other and Emory in public spaces



We will cultivate a spirit of inquiry.

We will ...

- ask “why” when we have questions or concerns, especially about safety
- ask for a pause when we think someone is about to make a mistake or do something unsafe
- thank each other for raising concerns
- declare our openness to the inquiry of others

We will not ...

- respond with anger or sarcasm when someone requests a pause
- intentionally belittle or respond in a threatening or condescending manner when someone asks a question
- tolerate rudeness
- stifle learning

We will defer to each other's expertise.

We will ...

- encourage each other to offer different perspectives
- recognize that all members make important contributions to the team
- seek help when we don't know the answer

We will not ...

- belittle or ignore the ideas and perspectives offered by each other
- assume that expertise is overruled by age, profession, or rank

We will communicate effectively.

We will ...

- listen thoughtfully and ask for clarification when we don't understand
- check that others have understood when we say something important
- remain respectful with our body language and tone of voice
- remain calm when confronted with or responding to stressful situations
- use scripts, read-back, repeat-back, or other techniques where appropriate to reduce the chance of misunderstanding

We will not ...

- stifle clarifying questions
- interrupt our team members unnecessarily
- say “it's not my job” or “it's not my responsibility”

We will commit to these behaviors in support of Emory Healthcare Care Transformation

We will ...

- encourage and support each other
- hold each other accountable for the behaviors identified in this Pledge



Medical Surgical Units

- Bone Marrow Transplant (Care of Bone Marrow Transplant patients)
- Cardiology (Medical Cardiology, Post Cath, Stent, Pacemaker, CHF, VAD)
- Cardiovascular Stepdown (Post op Cardiac Surgery, CABG, Valve repair/replace, AAA, VAD)
- Complex Med/Surg (Mastectomy, Breast Reconstruction, Hepatic Surgery, Bowel surgery, Ostomies, Ophthalmology, Gynecologic and Urologic Surgery, Post-op HIPEC Care)
- General Surgery (Post op Oral, Maxillofacial, GI surgeries, and Urological Surgeries)
- GI Services (Post-operative General Surgery)
- Hematology/Oncology (Leukemia, Lymphoma and other blood disorders)
- Inpatient Rehabilitation
- Inpatient Behavioral Health
- Internal Medicine (Pulmonary, Endocrine, Renal, Liver, Auto-immune, GI, hematology, Oncology, and Cardiac disorders)
- Medical (Medical, Diabetic, Nephrology)
- Medical Surgical (Medical, Diabetic, Nephrology)
- Medical Telemetry (Endocrine, Pulmonary, Renal, Infectious Diseases, Autoimmune Diseases, GI problems, Sickle Cell Disease)
- Neurology/Brain Health (Stroke, Traumatic Brain Injury, Epilepsy, Brain Tumor, Spinal Injury)
- Neuro/Orthopedics (Postoperative Orthopedics, Total joints, and spine surgeries)
- Orthopedics/Neurovascular (Stroke, Epilepsy, Brain Tumor, Spinal Injury, Multiple Sclerosis, Movement Disorders, Headache, Orthopedic Surgery)
- Oncology (Care of Oncology patients)
- Pulmonary Thoracic (Postoperative Thoracic Surgeries, Lungs and Thoracic Aneurysms)
- Surgical Oncology (Care of postoperative Oncology patients)
- Transplant (Postoperative care of Lung, Kidney, and Pancreatic transplants)