



DEPARTMENT OF VETERANS AFFAIRS

Medical Center
One Veterans Drive
Minneapolis, Minnesota 55417



2008 Recipient of a Robert W. Carey Trophy Award for Organizational Excellence

To the Nursing Applicant:

The Minneapolis VA Medical Center is pleased to announce their RN Residency Program for new graduates. Since you have expressed interest in this program, you have been selected to participate in the interviewing process, due to begin soon. A description of the program is as follows.

1. This program is a pilot for a national VA RN Residency Program. It is designed to assist the new RN with clinical, leadership and professional growth as they transition from academia to practice.
2. The program will include general orientation followed by a minimum three month preceptorship with a preceptor who has been prepared with specific training for this program. Following the formal preceptorship, a mentor will be assigned to facilitate completion of the RN Residency.
3. The total length of the RN Residency Program will be 12 months, with opportunities to observe and learn in other specialty areas of the Medical Center, to participate in an evidence based practice project and to meet monthly with the other RN Residents and the facilitators.
4. Acceptance to the program would be based on submitted information such as application, letters of reference, interview, and successful completion of the dosage calculation assessment.
5. A work style match assessment of new graduates and preceptors will facilitate compatibility (please complete form and return promptly).
6. The program will begin in early February, 2009. It will also be offered in June of 2009. Initial orientation will be day shift, however, once placed with the preceptor, various shift work will be required.
7. As soon as you obtain your nursing license, please contact the nurse recruiter before the start date, if possible. If you receive your license after the start date, you will need to submit it to the VetPro specialist in Human Resources. Be advised that vacation accrual does not become active until you have been appointed as a permanent employee. The appointment process normally follows submission of the nursing license.

I look forward to working with you in the future. Feel free to contact me if you have further questions or concerns.

Pam Snyder, Nurse Recruiter
612-467-4382

Liz Kemper, Interim RN Residency Program Manager
612-467-3628