



## **FREQUENTLY ASKED QUESTIONS**

### **About the UNC New Graduate Nurse Residency Program**

#### **1. Who is eligible for the new graduate residency?**

*Any new graduate nurse who meets the following criteria:*

- *is either in the last semester of nursing school or;*
- *is someone who has graduated from their basic nursing program within the calendar year may apply for the residency and who;*
- *has worked 6 months or less as a registered nurse.*

#### **2. What is the length of the program?**

*The New Graduate Residency Program is **one year** in length. This includes the clinical orientation to the unit hired as well as the professional transitional meetings that occur.*

#### **3. Is the Residency the only way a new graduate can be hired?**

*Yes, new graduates enter as a Clinical Nurse I only and at the completion of the year of residency advance to a Clinical Nurse II.*

#### **4. How many times during the year does UNC Hospitals hire new graduates?**

*Hiring is based upon unit opening and therefore, applications may be submitted throughout the year. Only units that are hiring will have applications posted.*

*Information regarding the process may be found at:*

<http://www.unccmedicalcenter.org/unccmc/careers/nursing-jobs/new-graduate-nurses/>

#### **5. Will I be employed on a specific unit? If yes, how is that unit selected?**

*New Graduates are hired to work on either a specific unit or service line. You may apply the units/service lines that most interest you. There is no limit on the number to which you may apply. However, you are wise to apply to only the top three units of your interest. Here is the link to review the various unit descriptions:*

<http://www.uncmedicalcenter.org/app/files/public/5007/pdf-medctr-hr-car-nrs-grad-locations.pdf>

**6. Will I be expected to sign a contract?**

*No, you will not sign a contract for employment. However, you will be asked to sign an acknowledgment that you will adhere to the requirements of the residency. Failure to complete the requirements of the residency will be reflected in the individual's performance evaluation.*

**7. Will I be paid during this residency?**

*Yes, when hired into the residency you are considered a full time employee of UNC Health Care. You are hired for 36 hours/week which is considered full time. Your beginning salary (as of 1.1.2018) will be \$23.75/hour plus differential when you work evenings, nights or weekends. As a full time employee you will have the opportunity to sign up for many benefits that will be explained during the interview process.*

**8. How are candidates selected for interviews?**

*All applicants will be screened by Nurse Recruiters based on date of application submission, areas of strongest interest and unit based pre-screening questions.*

**9. When should I expect to hear back after I have submitted an application?**

*Once an application is successfully submitted, Nurse Recruiters will promptly review applications. If selected as a top candidate, you will be called by a Nurse Recruiter.*

*Unfortunately, everyone will not be selected for interviews. If not selected for interviews, applicant will be notified electronically through our application tracking system (Taleo) in a timely manner. You are encouraged to view your status through Taleo as well to determine where you are in the process.*

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