



SCOTT & WHITE

Scott & White
Internship Program for New Graduates
“One of the nation’s top 15 major teaching hospitals”
Temple, Texas
Beginning in January and June
Sometimes September in limited areas

The Scott & White Nursing Internship Program is designed to assist recent graduates in transitioning to the role of a professional registered nurse in a specialized area. The internships are comprised of both classroom and clinical experiences. The length of the internship varies from 10 – 24 weeks, depending on the area.

Nurse Interns are paid at the established S&W entry level staff nurse rate. Because it is required that interns rotate to various shifts, the standard shift differentials are paid. The intern will be employed for at least (1) one year following the completion of the internship or will be obligated to repay the costs incurred. An application packet must be completed and returned by the application deadline.

- **Critical Care Internship** - rotate through the specialty areas of SICU, MICU, and CCU
- **Emergency Department Internship** - experience all nursing aspects of Level I trauma care
- **Peri-Operative Internship** - focus on knowledge and skills necessary to become circulating R.N.
- **NICU Internship** - gain the knowledge and skills necessary to perform as a RN in a Level 4 NICU (not offered in September)
- **PICU Internship** – focus on acutely ill Pedi patients (medical, surgical and trauma patients)
- **Pediatric Internship** – Both Medical and Surgical rotations
- **Labor and Delivery Internship** – From Anti to Post Partum
- **Acute Care Internship** – focus on post-ICU patients, traumas, neuro, surgical and medical patients (trachs, bipaps, ostomies, wound vacs, epidurals, PCAs, etc)

For further information, please contact a nurse recruiter:

Brenda Hoover, RN
bhoover@swmail.sw.org

Shirley Meadows, RN
smeadows@swmail.sw.org

Karmen Smotek, RN
klsmotek@swmail.sw.org

Amy Peace, RN
apeace@swmail.sw.org



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Scott & White Nurse Intern Applicant:

We are pleased you are interested in our Nursing Internship Program. Enclosed you will find the criteria for the application process and the specifics concerning the administration of the program.

In order to apply for the program, you must accomplish the following:

1. Provide an official transcript from your school of nursing which describes your academic record to date – unless previously employed as a RN for more than one year.
2. Complete the Scott & White employment Application. To access the online application via the internet at <http://careers.sw.org> Click on Careers – Job Listings – View positions/Apply Online.
3. Have the two school reference forms completed appropriately. Please have one of the forms completed by the instructor of your area of internship interest. (Not required of RN applicants with more than 1 year experience.)
4. Complete the Internship Questionnaire as directed.
5. Include a current resume and cover letter indicating you understand the requirements of the Internship program.
6. Return all documents together to ensure completed packets.

Our Application deadlines are as follows:

January Internship – application must be received by ***last Friday in October***

June Internship – application must be received by ***last Friday in March***

September Internship – application must be received by ***last Friday in July***

We do not provide financial assistance for interviews. All application requirements must be met by the deadline dates to be considered for the Internship Program. For the chosen applicants: in order to be employed at Scott & White you must successfully complete the entire pre-employment process which includes a physical, drug screen and background check.

We look forward to receiving your completed application packet soon.

Mail packet to:

Scott & White Human Resources
Nursing Internship Program
2401 south 31st
Temple, Texas 76508

Scott and White Nursing Internship Questionnaire

The Scott and White Nursing Internship is approximately a 15 month commitment (internship + 1 year work commitment). Please answer the following questions to assist us in evaluating your commitment, dedication and goals in relation to this program.

Please answer the questions in a typewritten, essay format.

1. Which internship are you applying for (select only one)?
 Critical Care Emergency Department Peri-Operative
 NICU PICU Acute Care
 L&D Pediatrics
2. List the reasons you are interested in working in the particular area indicated in question #1.
3. What are your professional goals?
4. Describe the “hands on” clinical experience you have had.
5. Have you had any work experience which relates to nursing? If so, please elaborate.
6. Identify your strengths which will assist you in caring for patients.
7. Identify areas in which you can improve.
8. During your nursing clinicals, how much time did you spend in the area in which you are interested in interning?
9. Briefly, describe your most memorable patient.
10. What are four words your classmates would use to describe you?
11. What do you enjoy most about nursing?
12. What do you enjoy least about nursing?
13. Where do you see yourself in 5 years?
14. Any additional comments?
15. How did you hear about the Scott and White Nursing Internship Program?

Clinical Instructor Evaluation

The student named below is applying to our Critical Care Internship Program. Please complete the following as your reference on this student. Your reply will be considered highly confidential. **This form must be completed by a Clinical Instructor.**

Student Name: _____					
Criteria	1 Poor	2 Below Average	3 Average	4 Above Average	5 Excellent
Initiative					
Reliability					
Flexibility					
Self-Esteem					
Clinical Skills					
Good Nursing Judgement					
Adapts to Stressful Situations					
Relationship to Peers					
Relationship with Patients					
Relationship with Staff					
Prioritized Tasks Efficiently					

Comments: _____

Clinical Instructor Signature: _____ Date: _____

Clinical Course/Semester: _____ School of Nursing: _____

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Comments: _____

Clinical Instructor Signature: _____ Date: _____

Clinical Course/Semester: _____ School of Nursing: _____