



Dear Professional Registered Nurse,

We are delighted you are applying to become a part of our nursing care team at the University of Colorado Hospital (UCH). We value your interest and your application, and we will do everything possible to facilitate a timely interview process. We want you to know about our philosophy of nursing at UCH, to be sure your goals for your nursing career match our environment and goals for our patients, our hospital and the nursing profession.

- **University of Colorado Hospital is an academic medical center.** This means we are on a campus with schools of medicine, nursing, pharmacy and other health disciplines. We embrace continuous learning. If you are interested in working at UCH, we want you to understand that this means you will be working with many students, from physicians in training to prospective nurses to ancillary personnel. We are looking for nurses who embrace life-long learning and exercise this in their practice.
- **At UCH, we support the goal of nursing education and development.** We believe nurses need to be well-educated to fully participate as a partner in the multi-disciplinary team. This means that we hire only BSN new graduates into our national post-baccalaureate residency program. If you are an experienced nurse with an associate's degree in nursing, we would love to have you come to work with us and use our tuition benefits to advance your education to become prepared as a baccalaureate nurse. Your promotional opportunities at our hospital depend upon nurses seeking and achieving a BSN. Our nursing career advancement program, UEXCEL, is based upon nurses either holding a BSN degree or returning to school to obtain a BSN. While you can certainly practice nursing at our hospital without a BSN, you need to know that promotion to a level III clinical nurse depends upon achieving a BSN degree.
- **University of Colorado Hospital is a Magnet Hospital.** Our hospital has been reviewed and re-designated by the American Nurses Credentialing Center as a Magnet hospital. We offer a positive environment for nursing practice. We have good nurse-to-patient ratios, we provide support for nursing professional development, and an environment with strong physician-nurse collaborative relationships. We believe that nursing practice should be based upon the evidence. We want nurses at all levels to be comfortable searching for the evidence, using evidence in practice, and asking questions. We provide evidence-based practice classes and mentors to assist you. Our theorist is Florence Nightingale, the first nurse-outcomes researcher. We hope you also embrace using evidence-based practice methods in your care to provide best outcomes to patients.

We hope your goals for your professional career match our environment, and we look forward to your application. Please let us know if we can answer any further questions regarding our hospital environment and nursing practice at UCH.

Sincerely,

Carolyn L. Sanders, RN, PhD
Vice President of Patient Services & CNO

Human Resources

Mail Stop A028 • PO Box 6510 • 12401 E. 17th Ave • Aurora, CO 80045 • <http://www.uch.edu>