

Reason #422
to work at Baylor:

For you, providing extraordinary care comes naturally.

The Best Nurses Belong at Baylor.

As a nurse at Baylor, you'll know that you are making a difference in your patients' lives.

Our nurses are expert practitioners and valued partners. They improve patient outcomes with evidence-based practice – and they are recognized for their accomplishments.

Shared Leadership

At Baylor, nurses are empowered to make decisions that improve patient care. We are in the process of strengthening our shared leadership model so that all staff nurses are actively engaged in setting the clinical policies and procedures for their unit.

Career Development

At Baylor, you'll enjoy some of the most comprehensive career development opportunities in the health care industry, including:

- a generous tuition reimbursement program
- nearby nursing schools with graduate programs - including one on our Dallas campus
- the ASPIRE program
- continuing education classes - most available at no cost
- support for certification.

Tuition Reimbursement

After only six months of employment, Baylor offers tuition reimbursement at 100% of state rates (to a yearly maximum of \$5,250) for achieving at least a C- grade. Take up to 9 hours of classes per semester (unless granted approval for more).

ASPIRE Advancement Program

The ASPIRE program develops staff nurses for leadership roles and awards a bonus after successful completion (\$2,000 - \$5,000, depending on the level). The ASPIRE program is based on the American Association of Critical-Care Nurses Synergy Model for Patient Care that is a central element of Baylor's Professional Nursing Practice Model. It was created to recognize the registered nurse's unique contributions to patients' outcomes.

Settings & Specialties

Our unique system of 14 hospitals and more than 80 clinics allows you to work in your preferred med/surg setting. Just a few examples are below.

- Baylor University Medical Center is a Magnet hospital and one of only two Level I, trauma centers in North Texas.

Baylor Health Care System

- Health care provider in North Texas
- 14 hospitals
- More than 80 clinics
- 12 rehabilitation clinics
- 18 ambulatory surgery centers
- Baylor Research Institute

Baylor University Medical Center

- System's flagship hospital
- Designated Magnet hospital (our new System CNO's goal is to achieve this status for all our hospitals)
- Ranked among the nation's top hospitals in several medical specialties by *U.S. News & World Report*

(continued on back)

Apply online at www.BaylorHealthCareers.com or contact Tracy Fletcher at 214-820-6964 or tracyfl@baylorhealth.edu.



- THE HEART HOSPITAL at Baylor Plano offers Level IV Open Heart Cardiac nursing opportunities. All beds are universal beds.
- Baylor Specialty Hospital offers a chance to work with some of our most medically complex patients in a long-term acute care environment.
- Baylor All Saints Medical Center's new Women's Hospital opening in March 2008 will offer a Level III intensive care unit for premature and low-birth weight infants.
- All Baylor Health Care System hospitals across the Metroplex provide full emergency services, 24 hours a day, seven days a week – and EDs across the system are expanding.

Flexible Schedules

You can enjoy the flexibility you need at Baylor. We have been offering flexible schedules for more than 20 years. After all, we invented the Baylor Plan, which

provides full-time benefits for working 24 hours during the weekend – at a pay rate comparable to working 36 hours during the week.

Full-time nurses can also work three 12-hour, four 10-hour, or five 8-hour shifts.

Our PRNs work the schedule that best suits their needs. If you work at least 8 hours per month, you can participate in continuing education classes and contribute to our generous 401(k) plan.

Benefits

We're proud to offer a competitive compensation package that includes immediate eligibility for health and welfare benefits, and a 401(k) savings plan with dollar-for-dollar match up to 5%.

Join Baylor and enjoy shared governance, superior career development, flexible schedules and great benefits.

The best belong at Baylor.



Apply online at www.BaylorHealthCareers.com or contact Tracy Fletcher at 214-820-6964 or tracyfl@baylorhealth.edu.

