

# Medical-Surgical Nurse

**What is a medical-surgical nurse?** Nurses in this specialty practice primarily on inpatient hospital units and care for adult patients who are acutely ill with a wide variety of medical problems and diseases or are recovering from surgery. A medical-surgical nurse routinely applies the nursing process to help reduce hospital readmissions and prevent complications like falls and pressure ulcers. The medical-surgical nurse uses his/her clinical expertise to coordinate, assess, diagnose, intervene, implement, and evaluate care provided to the patient.

**IU Health Nursing Pathway(s) to prepare you for this role:**  
Clinical Expert

**IU Health Nursing Attributes for this role:** Embraces Learning, Clinical Expertise, Professionally Engaged, Fosters Relationships, Spirit of Inquiry

## What will I do in this role?

- Coordinate competent, comprehensive, evidence-based care
- Collaborate with the multidisciplinary team in decision-making, teaching, and mentoring
- Utilize evidence-based practice to enhance the patient's plan of care, achieve desired outcomes, and enhance operational efficiency

**Degree:** Requires an Associate of Science in Nursing (ASN); Bachelor of Science in Nursing (BSN) preferred.

**License:** Requires current state of Indiana license as Registered Nurse

**Certification:** Medical-Surgical Nursing Certification (RN-BC)

**Experience the day in the life:** In my day as a medical-surgical nurse, I receive report from the prior shift to prioritize patient care. I serve as a lead in the interdisciplinary care planning during rounds and collaborate with the care team to advocate for the needs of the patient. I promote the patients' progress and anticipate discharge needs which results in the best care delivery for the individual patient. As a medical-surgical nurse, I continually assess the patient's condition, to ensure the overall safety and healing of each patient. The medical-surgical nurse balances the competing demands of the day while delivering exceptional care.



**Why I chose this role:** I chose this role because I wanted a career that challenges me to continue to learn and grow as a nurse. You never know what you may come across on a day-to-day basis. After being in this role for a few years, I still reflect on my day and think, "Well, there's something new I learned today." This role has taught me so much as a nurse and in my personal development.

**What type of growth opportunities will prepare me for this role?** Connect with your clinical manager and clinical educator to learn more about the medical-surgical nurse role and education opportunities.

**Where can this role take me?** Success in this role can lead to opportunities such as serving on a council, or becoming a charge nurse, coach, or unit champion.

## Resources

- Professional organization: Academy of Medical-Surgical Nurses
- Relevant nursing journal: MEDSURG Nursing Journal – the official journal of the Academy of Medical-Surgical Nurses
- Reference: <https://www.amsn.org/practice-resources/what-medical-surgical-nursing>



Indiana University Health

# Labor and Delivery Staff Nurse

**What is a Labor and Delivery Staff Nurse?** Labor and delivery staff nurses assist pregnant women throughout the childbirth experience, from early labor through delivery and the immediate postpartum period. Labor and delivery nurses coach mothers through difficult contractions, offering encouragement, and giving advice on pain management. Labor and delivery nurses also monitor both the baby and the mother's tolerance for labor and stay alert for any potential medical complications that can occur. Labor and delivery nurses administer medications, including epidurals, and assist physicians or midwives with the actual delivery. Following the birth, the nurse's care extends to the newborn and mother's needs. Labor and delivery nurses also help new mother-baby pairs with the baby's first breastfeeding.

**IU Health Nursing Pathway(s):** Clinical Expert, Education

**IU Health Nursing Attributes for this role:** Embraces Learning, Clinical Expertise, Professionally Engaged, Fosters Relationships, Spirit of Inquiry

## **What will I do in this role?**

- Monitor both the mother and baby during the antepartum, intrapartum, postpartum, and neonatal stages of the childbirth process
- Coordinate with interdisciplinary team for both vaginal and cesarean deliveries
- Educate parents or guardians regarding postpartum and newborn care
- Arrange for patient discharge and ensure a smooth transition to outpatient care for both mother and baby

**Degree:** Requires an Associate of Science in Nursing (ASN); Bachelor of Science in Nursing (BSN) preferred.

**License:** Requires current state of Indiana license as Registered Nurse

**Certification:** Inpatient Obstetric Nursing Certification (RNC-OB), Electronic Fetal Monitoring (C-EFM), AWHONN EFM Intermediate Certification

**Required Training:** Advanced Cardiac Life Support (ACLS), Neonatal Resuscitation (NRP), Basic Electronic Fetal Monitoring

**Experience the day in the life:** A typical day as a labor and delivery nurse includes the care of one or two labor patients, depending on the acuity of the patient and the stage of labor. When a patient progresses to 10 cm dilation, more attention is required, and the nurse will give report to another nurse for the second patient. The nurse will call the obstetrician if the fetal monitor strip is not reassuring, at that time, the neonatal and cardiopulmonary departments are notified. The labor and delivery nurse assists with the newborn, and once the mother is recovered, she is transferred to postpartum. The nurse may need to assist with emergency C-sections or assist with resuscitation of the newborn if needed and is responsible for educating the patient and family members. Other important aspects of this role include assessing and admitting preterm labor patients. Nurses are responsible for ensuring proper dosing and delivery of magnesium sulfate, insulin, or Pitocin drips. There is a potential for delivering mothers to hemorrhage after delivery and may require blood administration. If hemorrhaging occurs, the labor and delivery nurse will follow hemorrhage protocols. Working in labor and delivery is challenging at times but is also very rewarding. The family and patients appreciate personal care, tips on labor progression, and/or help with prolonged labor.

**Why I chose this role:** I like supporting the patients through labor. Labor and delivery is the only place one nurse takes care of two to four patients at once – meaning, a mother with twins, triplets, etc. Each labor is different. It is very rewarding, and I use critical thinking skills daily. This job is both challenging and rewarding for me.

**What type of growth opportunities will prepare me for this role?** Connect with your clinical manager and clinical educator to learn more about the labor and delivery nurse role and educational opportunities.

**Where can this role take me?** Success in this role can lead to opportunities in childbirth education, management, or lactation consulting.

## **Resources:**

- Professional organizations: Association of Women's Health and Neonatal Nursing (AWHONN), American Nurses Association, Academy of Neonatal Nurses and National Association of Neonatal Nurses (NANN)
- Relevant nursing journals: Journal of Obstetric, Gynecological, and Neonatal Nurses; Nursing for Women's Health; MCN: The American Journal of Maternal Child Nursing
- Reference: <https://www.nursing.org/careers/labor-delivery-nurse/>



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# Intensive Care Unit Nurse

**What is an Intensive Care Unit Nurse?** The intensive care unit (ICU) nurse provides safe, effective and compassionate care to critically ill patients in the intensive care unit. He/she must demonstrate ability to work collaboratively with a multidisciplinary team (physician, nurses, dietary, chaplain, pharmacy, etc.). The ICU nurse uses clinical expertise to coordinate, assess, diagnose, intervene, implement and evaluate the care provided to their patients. ICU nurses apply the nursing process to help reduce hospital readmissions and prevent complications like falls and pressure ulcers.

**IU Health Nursing Pathway(s):** Clinical Practice, Clinical Expert, Leadership

**IU Health Attributes for this role:** Embraces Learning, Clinical Expertise, Professionally Engaged, Fosters Relationships, Spirit of Inquiry

**What will I do in this role:**

- Provide comprehensive care to critically ill patients
- Collaborate with the multidisciplinary team in decision-making, teaching, and mentoring
- Utilize evidence-based practice to enhance the patient's plan of care, achieve desired outcomes, and enhance operational efficiency

**Degree:** Requires an Associates of Science in Nursing (ASN); Bachelor of Science in Nursing (BSN) preferred.

**License:** Requires current state of Indiana license as a Registered Nurse

**Certification:** Critical Care Certification (CCRN)

**Required Training:** Advanced Cardiac Life Support (ACLS)

**Preferred Training:** Pediatric Advanced Life Support (PALS)

**Experience the day in the life:** In a typical day as an intensive care nurse, I meet and greet patients and families, complete physical assessments, administer medications, and complete activities of daily living. The intensive care nurse leads multidisciplinary rounds to develop a plan of care. As an intensive care nurse, we encourage patients and families to participate in rounding. Collaboration amongst the care team is essential as we discuss topics such as if the patient is ready to wean from the ventilator, ready for a breathing trial or if medications need to be adjusted. Through assessments, the intensive care nurse plans and coordinates with the provider when appropriate to start a vasopressor, give a fluid bolus, and provides patient updates to the physician to determine the treatment plan. End of life care conversations are also an important skill utilized frequently.

**Why I chose this role:** I chose this role because it allows me to take patient care to the next level. My training is intense because I manage care for the sickest patients in the hospital. My critical thinking is key to success on this unit and every day is a challenge.

**What type of growth opportunities will prepare me for this role?** Connect with your clinical manager and clinical educator to learn more about the ICU nurse role and educational opportunities.

**Where can this role take me?** Success in this role might lead to opportunities such as: charge nurse, coach, and Acute Care NP.

**Resources**

- Professional organization: American Association of Critical Care Nurses (AACN)
- Relevant nursing journal: American Journal of Critical Care, Critical Care Nurse



Indiana University Health

# Vascular Access Nurse

**What is a Vascular Access Nurse?** The vascular access nurse serves as a primary resource for patients, families and caregivers to promote safe, competent, and quality infusion care. The vascular access nurse has authority and accountability for assessment, planning, implementation, and evaluation of vascular access sites. The vascular access nurse serves as a resource for patient care related to both peripheral and central venous access devices.

**IU Health Nursing Pathway(s):** Clinical Expert, Education

**IU Health Nursing Attributes for this role:** Embraces Learning, Clinical Expertise, Professionally Engaged, Fosters Relationships, Spirit of Inquiry

## What will I do in this role?

- Collaborate with nurses and physicians to determine most appropriate vascular access device for patient
- Educate patients and caregivers about device insertion and maintenance
- Insert peripherally inserted central catheters (PICC), midline catheters, and peripheral catheters as ordered
- Monitor and evaluate venous access device use to ensure appropriate utilization
- Participate in care coordination to assist with device management throughout care continuum

**Degree:** Requires an Associate of Science in Nursing (ASN); Bachelor of Science in Nursing (BSN) preferred.

**License:** Requires current state of Indiana license as Registered Nurse

**Certification:** Vascular Access-Board Certified (VA-BC) or Certified Registered Nurse Infusion (CRNI)

**Experience the day in the life:** Throughout my day as a vascular access nurse, I update a list of all central lines in the hospital, ensure that care and maintenance orders are ordered, and assess each patient's chest X-ray to be sure the line tip is in the appropriate place. In each assessment, I evaluate the need for

continued use of the central line. I review patients' charts for any new orders for Peripherally Inserted Central Catheters (PICC). I collaborate with physicians regarding the best access device for the patient related to the plan of treatment. I provide device education, including risks and complications, to patients and family members. I place the indicated access device, answer questions, receive requests for peripheral intravenous placement, PICC, or midline placements, and troubleshoot complications. I serve as a resource to the care team. I orient new nurses and nursing students to the role and provide education on the lines and devices. I round on each patient with PICC or midlines, to assess the patient and line, observing for any sign of infection or dysfunction. I collaborate with the primary nurse about the function of the line, troubleshooting issues, and continued need for the line. I review Vascular Access policies and procedures to ensure they are current. I maintain a database for all PICCs and midlines to follow trends in complications, placement data, best devices, etc.

**Why I chose this role:** Personally, I absolutely hate to be stuck for labs or IVs. I have such a fear of needles. If I can perfect the skill of puncturing the skin to decrease the pain and number of times patients are stuck, then I have succeeded. I want to decrease risks and complications of any vascular access device from lab sticks to central lines.

**What type of growth opportunities will prepare me for this role?** Connect with your clinical manager and clinical educator to learn more about the vascular access nurse role and education opportunities

**Where can this role take me?** Success in this role can lead to opportunities in nursing education. Other opportunities might include unit champion, and Clinical Nurse Specialist.

## Resources

- Professional organization: Association for Vascular Access
- Relevant nursing journal: Journal of The Association For Vascular Access



Indiana University Health

# Nurse Researcher

**What is a Nurse Researcher?** Nurse Researchers are scientists who study various aspects of health, illness and healthcare. By designing and implementing scientific studies, they look for ways to improve health, healthcare services and healthcare outcomes.

**IU Health Nursing Pathway(s) to prepare you for this role:**  
Research, Clinical Expert

**IU Health Attributes for this role:** Embraces Learning, Clinical Expertise, Professionally Engaged, Fosters Relationships, Spirit of Inquiry

## What will I do in this role?

- Champion evidence-based nursing practice
- Inspire and guide the conduct of nursing research
- Oversee integration of research into nursing practice
- Provide leadership and direction in meeting the healthcare needs of patients and families through implementation of best practices and nursing research
- Serve as a role model to leaders and team members in incorporating evidence in nursing practice

**Degree:** Graduate of an accredited school of nursing with a Master's degree. Earned doctoral (or in progress) degree in nursing or related discipline required.

**License:** Current license to practice as a registered nurse in the state of Indiana

**Certification:** Society of Clinical Research Associated (SoCRA) Certification

**Experience the day in the life:** A typical day for a nurse researcher does not exist. Nurse researchers are often in combined roles with teaching or practice, or both. The nurse researcher needs a natural curiosity for questions that affect patient care, the nurse work environment, education approaches,

and leadership practices. A commitment to answering difficult questions that are in need of an evidence-base to develop best practices is key for the nurse researcher. Connecting to individuals who will be consumers of the research is a critical aspect of understanding the question and the best approach for answering the question. Nurse researchers advance the profession by illustrating the value of nursing.

**Why I chose this role:** As a nurse researcher, I have a blended role in teaching, research, and service. Each role informs the other as we look for better ways to bridge all of these aspects that are so important to nursing. The most rewarding part of my work is mentoring clinical nurses in patient-side research or research about their own work environments. I enjoy demystifying research, which puts the power back into the hands of those people who are providing direct care, as they are the ones who are going to provide the insight and excitement to the work.

**What type of growth opportunities will prepare me for this role?** Connect with your clinical manager and clinical educator to learn more about the Nurse Researcher role and educational opportunities.

**Where can this role take me?** This role could lead to a faculty position at a school of nursing.

## Resources

- Professional organizations: International Association of Clinical Research Nurses, The Society of Clinical Research Associates (SoCRA), National Institute of Nursing Research
- Relevant nursing journals: Journal of Research in Nursing (SAGE Journals), Applied Nursing Research (Elsevier)
- Reference: <https://www.discovernursing.com/specialty/nurse-researcher#.W2mddtJKjcs>



Indiana University Health



# Unit Champion

## What is a unit champion?

A unit champion is a content expert who serves as a resource to a designated unit. Unit champions can be a champion in different areas, such as sepsis, falls, wounds, and catheter-associated urinary tract infection.

## IU Health Nursing Pathway(s) to prepare you for this role:

Clinical Practice, Education, Leadership, Clinical Expert

**IU Health Attributes for this role:** Embraces Learning, Clinical Expertise, Professionally Engaged, Fosters Relationships, Spirit of Inquiry

## What will I do in this role?

- Achieve mastery of specific content
- Participate in educational webinars or sessions
- Serve as content resource for your unit
- Maintain and enhance professional/competency skills within care team

**Degree:** Requires an Associate of Science in Nursing (ASN); Bachelor of Science in Nursing (BSN) preferred.

**License:** Requires current state of Indiana license as a Registered Nurse

**Certification:** As applicable based on content and area of expertise

**Experience the day in the life:** Ensuring the patients on your unit are receiving the desired care to meet the criteria for the selected initiative. Attending committee meetings and educational sessions about the specific subject enhancing the champion's knowledge. The unit champion shares the newly learned information amongst the care team. An example of a selected initiative: ensuring patients with sepsis, severe sepsis, or septic shock are meeting the standards of care for the sepsis bundle. Educating the interdisciplinary care team of best practices related to the specific content and sharing the importance these criteria relate to promotion of quality care.

**Why I chose this role:** I was assigned as unit sepsis champion because of sepsis documentation I was completing on my patients. In nursing school, I was confused about why sepsis patients are treated the way that they are. During clinicals, a nurse explained it



in a way that just clicked, and I finally got it and was able to convey this knowledge to fellow students. That information allowed me to educate fellow nurses on my unit. I am a learner, I enjoy going to the committee meetings and learning the “why” behind the treatment bundle. I also like knowing where our shortcomings are as a unit and hospital, so I can help improve patient care through education of my fellow nurses and the providers.

## What type of growth opportunities will prepare me for this role?

Connect with your clinical manager and clinical educator to learn more about the unit champion role and education opportunities.

**Where can this role take me?** Success in this role can lead to various opportunities, including leadership, quality, and infection prevention.

## Resources

- Professional organization: As applicable based on content and area of expertise
- Relevant nursing journal: As applicable based on content and area of expertise



Indiana University Health

# Coach

**What is a coach?** Coaches are experienced, competent nurses who act as resources and role models for new nurses. Coaches foster the smooth transition from student or novice into a specialty area or overall field of nursing. Coaches play a valuable role in offering moral support, helping with decision making, developing critical thinking skills, and increasing the retention rate of newly hired nurses.

**IU Health Attributes for this role:** Embraces Learning, Clinical Expertise, Professionally Engaged, Fosters Relationships, Spirit of Inquiry

## What will I do in this role?

- Orient and integrate orientees to the roles and responsibilities in their newly assigned practice areas
- Act as a link between orientees and the facility
- Assist orientees in learning the customs and culture of the document
- Offer orientees support as they foster independent clinical decision making

**Degree:** Requires an Associates of Science in Nursing (ASN); Bachelor of Science in Nursing (BSN) preferred.

**License:** Requires current state of Indiana license as a Registered Nurse

**Certification:** As applicable based on content and area of expertise

**Experience the day in the life:** In my day as a coach, I have daily coaching conversations with my orientee about how to apply the nursing process to practice, how to organize and prioritize the day, and manage time effectively. I serve as a role model for competent professional nursing practice. I spend time talking through patient care with my orientee so he/she can better understand my thinking process. I assess my orientee's readiness for assignments and provide guidance and feedback. I help the orientee when they are not familiar with a procedure and step in if they are performing a procedure incorrectly.

**Why I chose this role:** I chose this role because I enjoy helping others and making a difference. I enjoy teaching nursing practice



skills to new nurses and helping them grow in their nursing career. I also enjoy and value the mentor/mentee relationship. I value how mentors in my nursing career helped me to grow and develop and I strive to be that example for nurses on my unit.

## What type of growth opportunities will prepare me for this role?

Connect with your clinical manager and clinical educator to learn more about the coaching role and educational opportunities.

**Where can this role take me?** Success in this role can lead to a variety of growth opportunities including; becoming a Charge RN, unit council chair (shared leadership chair), Nurse Educator, and instructor for classes.

## Resources

- Professional organizations: Association for Nursing Professional Development, Indiana Association for Nursing Professional Development
- Relevant nursing journals: Journal of Nursing Education, Journal of Continuing Education in Nursing
- Reference: Lippincott Preceptor Preparation Program



Indiana University Health

# Resource Nurse

**What is a Resource Nurse?** The resource nurse should demonstrate nursing expertise in a variety of clinical settings, while maintaining the ability to excel in communication and teamwork with a multidisciplinary focus. The resource nurse is accountable and responsible for the provision and coordination of competent, evidence-based care, which includes assessment, diagnosis, outcome identification, planning, implementation and evaluation. The resource nurse participates in decision-making, teaching, mentoring and collaboration with the multidisciplinary team to advance the patient plan of care, achieve outcomes and enhance operational efficiency.

**IU Health Nursing Pathway(s):** Clinical Expert

**IU Health Nursing Attributes for this role:** Embraces Learning, Clinical Expertise, Professionally Engaged, Fosters Relationships, Spirit of Inquiry

**What will I do in this role:**

- Float to assigned unit – may be different each shift
- Coordinate competent, comprehensive, evidence-based care
- Collaborate with the multidisciplinary team in decision-making, teaching and mentoring
- Utilize evidence-based practice to enhance the patient's plan of care, achieve desired outcomes, and enhance operational efficiency

**Degree:** Requires an Associate of Science in Nursing (ASN); Bachelor of Science in Nursing (BSN) preferred.

**License:** Requires current state of Indiana license as Registered Nurse

**Certification:** Medical-Surgical Nursing Certification (RN-BC), Critical Care Certification (CCRN)

**Required Training:** Advanced Cardiac Life Support (ACLS)

**Experience the day in the life:** In my day as a resource nurse, I have the opportunity to work with a variety of teams. You may work in a general pool that schedules you on a medical-surgical unit one day, and the next day work on the cancer services unit. A resource nurse may also specialize in a specific area, such as Intensive Care. This allows the nurse to be utilized by this specific pool when needed. Being a resource nurse is a great opportunity to work amongst different care teams. For those who are undecided about their specialty and do not yet know what they are passionate about, but desire experience in a variety of areas, serving as a resource nurse will be a good fit.

**Why I chose this role:** I have been in the Resource Center for almost 17 years. This department gave me the flexibility and the financial freedom I was looking for as a new mom. In addition, it allowed me to acquire tremendous experience taking care of a wide variety type of patients. I love the people I get to meet as I go from one unit to the next, and I enjoy all the learning I have accumulated through the years. The experience, alone, I would not get anywhere else.

**What type of growth opportunities will prepare me for this role?** Connect with your clinical manager and clinical educator to learn more about the resource nurse role and educational opportunities.

**Resources**

- Professional organizations: American Association of Critical-Care Nurses, Academy of Medical-Surgical Nurses
- Relevant nursing journal: As applicable based on content and area of expertise



Indiana University Health



# Infection Prevention Nurse

**What is an Infection Prevention Nurse?** Infection prevention nurses help prevent infections in hospitals and doctor's offices. Infection prevention nurses instruct other nurses and team members on proper sanitation procedures. He/she will review infection cases to determine etiology and identify any iatrogenic infections for evaluation. Infection prevention nurses assist with development and review of policies and procedures, and serve as a content expert for the interdisciplinary healthcare team.

**IU Health Nursing Pathway(s):** Clinical Expert, Leadership, Research, Education

**IU Health Attributes for this role:** Embraces Learning, Clinical Expertise, Professionally Engaged, Fosters Relationships, Spirit of Inquiry

## What will I do in this role?

- Collect and analyze data pertinent to infection prevention
- Educate staff about infection prevention and epidemiology based on best available evidence
- Identify risks and intervene to reduce the likelihood of harm events
- Collaborate with the interdisciplinary team to increase infection prevention for patients
- Work with local health department and participate in community outreach

**Degree:** Requires an Associates of Science in Nursing (ASN); Bachelor of Science in Nursing (BSN) preferred.

**License:** Requires current state of Indiana license as a Registered Nurse

**Certification:** Certified Board of Infection Control (CIC)

**Experience the day in the life:** As an infection prevention nurse, my day consists of rounding through the hospital to monitor isolation practices and collect data on invasive venous access devices and indwelling urinary catheters. This information is then collected and analyzed so that our facility can identify areas for improvement and reduce infection risk. I am also responsible for reporting certain information to the Indiana State Department of Health. I participate on councils as a content expert and



regularly assist staff with infection prevention questions or concerns. Infection prevention nurses can also be involved in staff education and can work as part of the healthcare team to study patients' bacterial cultures and provide input into their plan of care.

**Why I chose this role:** I chose this role because I was interested in infection, epidemiology and the prevention of transmission.

**What type of growth opportunities will prepare me for this role?** Connect with your clinical manager and clinical educator to learn more about the infection prevention nurse role and educational opportunities.

**Where can this role take me?** This role could prepare you to enter into nursing research or provide valuable experience for someone interested in the role of Clinical Nurse Specialist.

## Resources

- Professional organization: Association for Professionals in Infection Control and Epidemiology (APIC)
- Relevant nursing journal: American Journal of Infection Control
- Reference: <https://www.discovernursing.com/specialty/infection-control-nurse>



Indiana University Health

# Care Manager Nurse

**What is a Care Manager Nurse?** The care manager nurse utilizes professional nursing skills to assess patient and family scenarios for clinical appropriateness for the setting. The care manager establishes plans for effective management of the continuum of care (episodic, population and physician based). The key goals of the nurse care manager include proactive, individualized planning for the patients' progress across the continuum that optimizes quality of care, utilization, cost and patient satisfaction. The nurse care manager also participates in evaluating opportunities that address over/under utilization and optimize reimbursement across populations of patients to meet organizational strategic objectives. The care manager nurse role requires knowledge of the behaviors, developmental stages, physical and emotional needs, life cycle changes, culture, and care appropriate to the population served.

**IU Health Nursing Pathway(s):** Clinical Practice, Clinical Expert

**IU Health Attributes for this role:** Embraces Learning, Clinical Expertise, Professionally Engaged, Fosters Relationships, Spirit of Inquiry

## **What will I do in this role?**

- Coordinate patient care across the healthcare continuum
- Participate as part of the interdisciplinary team to help guide direct and efficient patient care
- Ensure smooth transition through discharge, including setting patient up with resources such as home health care, social work services, insurance assistance, and physical therapy and occupational therapy
- Provide patient education regarding discharge instructions, disease management, and care coordination

**Degree:** Requires an Associates of Science in Nursing (ASN); Bachelor of Science in Nursing (BSN) preferred.

**License:** Requires current state of Indiana license as a Registered Nurse

**Certification:** Case Manager Certification (CCM); American Case Management certification (ACM)

**Experience the day in the life:** In my day as a care manager nurse, I usually start with huddle to discuss with the interdisciplinary team the needs of the patient and determine what would be needed to help move the patient toward a safe discharge at the appropriate level of care. The case manager meets new patients on the day they are admitted to assess their needs and start planning what would be needed at discharge. I communicate with team members throughout the day (physical therapy, occupational therapy, social work, pharmacy, physicians) about how to help the patient move toward discharge. I will often speak with insurance case managers who need to have updates on patients about their care needs during hospitalization and discuss what needs would be at discharge. I sometimes work with the pharmacy when needed to obtain, if possible, charity medication for those who couldn't afford their medications.

**Why I chose this role:** I needed a change in pace from bedside nursing. I want to feel like I am making an impact in patients' lives by helping them move back to the home setting safely after discharge and minimize their re-admittance to the hospital for unnecessary reasons.

## **What type of growth opportunities will prepare me for this role?**

Connect with your clinical manager and clinical educator to learn more about the Care Manager and educational opportunities.

**Where can this role take me?** Success in this role can lead me to other professional roles and responsibilities such as management, or nurse navigator.

## **Resources**

- Professional organizations: Case Management Society of America, American Case Management Association, American Association of Managed Care Nurses
- Relevant nursing journals: Professional Case Management, The Case Manager
- Reference: [https://www.aaacn.org/store/P015v10\\_preview.pdf](https://www.aaacn.org/store/P015v10_preview.pdf)



Indiana University Health

# Specialty Course Instructor

**What is a Specialty Course Instructor?** A specialty course instructor is generally a clinical nurse or nurse educator who is a content expert in a specific area. The specialty course instructor then serves as a resource for the facility regarding his or her area of expertise. He or she will use information provided by professional organizations and incorporate best available evidence into the teaching curriculum.

**IU Health Nursing Pathway(s):** Clinical Practice, Clinical Expert, Education and Leadership

**IU Health Attributes for this role:** Embraces Learning, Clinical Expertise, Professionally Engaged, Fosters Relationships, Spirit of Inquiry

## **What will I do in this role?**

- Facilitate adult learning in a non-biased, nonjudgmental environment
- Assist nurses to utilize learned knowledge in daily nursing practice
- Encourage teamwork during demonstrations and educational presentations
- Facilitate self-evaluation and feedback within the team during evaluation
- Ensure students meet all objectives and feel confident in performing skills outside the classroom

**Degree:** Requires an Associates of Science in Nursing (ASN); Bachelor of Science in Nursing (BSN) preferred.

**License:** Requires current state of Indiana license as a Registered Nurse

**Certification:** As applicable based on content and area of expertise

**Experience the day in the life:** In my position as a Specialty Course Instructor, I do my daily work as a staff nurse and teach Pediatric Advanced Life Support (PALS) or Neonatal Resuscitation Program (NRP) as scheduled in our hospital. I teach physicians, nurses and cardiopulmonary staff. The students take the NRP

course online and they even do two separate tests before coming to class for skills demonstration and team facilitation. I observe the skills demonstrations and assist with improving the skills if needed. Then we do scenarios to practice assessment, evaluation, interventions and skills demonstrations again. We use an infant patient simulator for the scenarios. After class, I go online and grade the students. PALS is conducted differently; we teach within the facility, conduct skills demonstrations and evaluate teamwork in a two-day span.

**Why I chose this role:** Initially, I had to teach Neonatal Resuscitation to keep staff current in the Mother Baby Unit. As I practiced and honed my skills, I realized that I was improving also. I improved my public speaking and even did a radio interview about breastfeeding in our community. Over the years, I realized how my knowledge and demonstration of skills adds to the shared knowledge within our unit. Later I chose to teach PALS, and teaching and facilitating during simulations has become more rewarding. I love being able to improve the skill level of nurses and assist with their individual plans for advancement.

**What type of growth opportunities will prepare me for this role?** Connect with your clinical manager and clinical educator to learn more about the Specialty Course Instructor and educational opportunities.

**Where can this role take me?** Success in this role can lead to opportunities in nursing education, leadership, or community education.

## **Resources**

- Professional organization: As applicable based on content and area of expertise
- Relevant nursing journal: As applicable based on content and area of expertise



Indiana University Health

# Foundation Instructor

**What is a Foundation Instructor?** Foundation instructors are experienced bedside nurses that precept a group of new hires in the first two weeks of orientation. During this time, foundation instructors orient new hires to the department, introduce them to staff, review policies and procedures, and introduce new team members to the culture of the unit. The foundation instructor lays the foundation for using evidence-based practice, participating as part of the interdisciplinary team, and coordinating patient care. At the completion of his or her time with the foundation instructor, the orientee is placed with a coach in a traditional model.

**IU Health Nursing Pathway(s):** Clinical Expert, Education, Clinical Practice

**IU Health Attributes for this role:** Embraces Learning, Clinical Expertise, Professionally Engaged, Fosters Relationships, Spirit of Inquiry

## What will I do in this role?

- Instruct new hires in small groups including classroom and hands-on presentations
- Serve as the first mentor on the unit for the new hire(s)
- Introduce orientee to team members and to the culture of the department
- Support the individual needs of each orientee while introducing core concepts of the foundation program
- Initiate orientation paperwork
- Coordinate needs of the group with the charge nurse/unit nurses to maximize opportunities during the shift

**Degree:** Requires an Associates of Science in Nursing (ASN); Bachelor of Science in Nursing (BSN) preferred.

**License:** Requires current state of Indiana license as a Registered Nurse

**Certification:** As applicable based on content and area of expertise

**Experience the day in the life:** In my day as a foundation instructor, the first hour of my shift includes participating in unit huddle, reviewing information about the patients on the unit, and notifying staff that the group is present and looking for specified opportunities for the shift. When the orientees arrive, I explain the plan for the day, review the planned tasks/procedures and then head to the bedside to teach. Skills taught in foundations are beginner level skills based upon unit or specialty that will be built upon in orientation. My day will include debriefing, review of documentation, and time to review specific content applicable to the work setting. The day ends with review of the plan for the next day, a question and answer session, and review of orientation paperwork.

**Why I chose this role:** I love to teach and precept. This role allows me to meet the new hires early and help set a good foundation for their orientation. It gives the new nurse an additional layer of support as they complete foundations and begin traditional orientation. The relationship built with the new hire is just as important as the concepts and skill taught during foundations.

**What type of growth opportunities will prepare me for this role?** Connect with your clinical manager and clinical educator to learn more about the foundation instructor role and educational opportunities.

**Where can this role take me?** Success in this role can lead to opportunities in nursing leadership or education.

## Resources

- Professional organization: Professional Nurse Educators Group (PNEG)
- Relevant nursing journals: Journal of Nursing Education; Journal of Continuing Education in Nursing



Indiana University Health

# Clinical Shift Coordinator

**What is a Clinical Shift Coordinator?** The clinical shift coordinator models the standards of care for nurses. The clinical shift coordinator directs and supervises overall operation of the nursing department for their assigned shift and is responsible for delivering quality patient care. The shift coordinator serves as clinical expert and role model for behavior standards. The clinical shift coordinator initiates and implements the chain of command when necessary. He/she may investigate and initiate resolution of customer complaints. The shift coordinator creates nursing assignments with regard to individual competency, experience and patient acuity. The clinical shift coordinator also coordinates, directs and evaluates patient care by maintaining awareness of the patients on the unit through frequent patient rounds. The shift coordinator may also assume direct patient care when necessary.

**IU Health Nursing Pathway(s):** Clinical Practice, Clinical Expert, Leadership

**IU Health Attributes for this role:** Embraces Learning, Clinical Expertise, Professionally Engaged, Fosters Relationships, Spirit of Inquiry

## **What will I do in this role?**

- Coordinate patient care assignments and staff as appropriate
- Supervise operation of unit
- Serve as clinical expert for team members
- Assist with service recovery
- Develop and maintain staff scheduling
- Promote healthy work environment
- Coach team members toward excellence
- Participate in quality improvement initiatives and serve on nursing councils and committees
- Interpret hospital policies and procedures to staff, patients and visitors

**Degree:** Requires a Bachelor of Science in Nursing (BSN); Master of Science in Nursing (MSN) recommended

**License:** Requires current state of Indiana license as a Registered Nurse

**Certification:** As applicable based on content and area of expertise



**Experience the day in the life:** The role of shift coordinator promotes a positive, healthy work environment. As team leaders, they set the tone for unit performance by creating a culture which promotes staff effectiveness with the goal of coordinating all components of patient care in a safe customer-focused approach. The role is pivotal in addressing quality improvement, cost efficiency, risk management, cultural diversity, regulatory compliance, educational development and resource management.

**Why I chose this role:** I chose this role because it was a nice transition from clinical nursing to nursing leadership. I can be a nurse leader while staying involved in direct patient care.

**What type of growth opportunities will prepare me for this role?** Connect with your clinical manager and clinical educator to learn more about the Clinical Shift Coordinator role and educational opportunities.

**Where can this role take me?** Success in this role can lead to opportunities in leadership and management or education.

## **Resources**

- Professional organization: As applicable based on content and area of expertise
- Relevant nursing journal: As applicable based on content and area of expertise



Indiana University Health



# Professional Nurse Council Chair

**What is a Professional Nurse Council Chair?** A professional nurse council chair facilitates and plans meetings and agendas according to council goals and rules. The professional nurse council chair also assigns tasks, follows up on group work, and strategizes alignment with the council's goals. He/she must also ensure that the council work aligns with the IU Health mission, vision and values.

**IU Health nursing pathway(s):** Leadership, Education

**IU Health Attributes for this role:** Embraces Learning, Clinical Expertise, Professionally Engaged, Fosters Relationships, Spirit of Inquiry

## What will I do in this role?

- Represent the voice of peers
- Align with council goals, unit goals, and system goals to strategically drive change
- Coordinate with other members of the council, as well as leaders, to prepare meeting agenda
- Communicate with members of the council regarding expectations, pre-work, etc.
- Facilitate meetings so that they are productive and on-task
- Ensure adequate follow-through on tasks assigned

**Degree:** Bachelor of Science in Nursing (BSN)

**License:** Requires current state of Indiana license as a Registered Nurse

**Certification:** As applicable based on content and area of expertise

**Experience the day in the life:** As a professional nurse council chair, I am responsible for communicating with members of the council, as well as leadership and content experts. Each month, I am responsible for aligning council goals with the meeting agenda to ensure the group is productive. At the meetings, I take an active role in leading discussion and ensuring our council stays focused and on-task. I am responsible for assigning action items to council members. I follow-up to ensure action items are accomplished, and work to achieve council goals by their specified time.

**Why I chose this role:** This is a great learning experience. I can serve as a voice for nursing to help shape the future. I also get



to network with colleagues throughout the system and across disciplines. Serving as a professional nurse council chair is a great opportunity for me to grow in leadership and educational skills and can be a stepping stone that may help me further my career.

**What type of growth opportunities will prepare me for this role?** Connect with your clinical manager and clinical educator to learn more about the professional nurse council chair role and educational opportunities.

**Where can this role take me?** This role can create opportunities to participate in quality improvement projects and would be a great opportunity for someone looking at a leadership role or a Clinical Nurse Specialist role, or for any nurse seeking additional learning/growth opportunities.

## Resources

- Professional organization: As applicable based on content and area of expertise
- Relevant nursing journal: As applicable based on content and area of expertise



Indiana University Health

# Clinical Educator

**What is a Clinical Educator?** This position is accountable for assuming responsibility in educational development, implementation and evaluation for the Division of Nursing and Patient Care Services. Clinical Educator responsibilities focus on accomplishing strategic and tactical aims within the domains of professional development and teaching and learning, and participation in accomplishing governance and operational initiatives

**IU Health Nursing Pathway(s) to prepare you for this role:** Clinical Practice, Clinical Expert, Research/EBP, Education

**IU Health Attributes for this role:** Embraces Learning, Clinical Expertise, Professionally Engaged, Fosters Relationships, Spirit of Inquiry

## What will I do in this role?

- Design and implement education for members of the interdisciplinary team based on need
- Lead staff development classes (I.e. transition to practice, coach, mentor, charge nurse)
- Serve on unit-based, facility-based, and system-wide councils
- Facilitate new hire education
- Monitor the educational needs of the staff and provide education as needed
- Serve as a content expert and assist with challenging situations
- Assist clinical nurses as they apply evidence-based practice
- Participate in process improvement initiatives

**Degree:** Requires an Associates of Science in Nursing (ASN); Bachelor of Science in Nursing (BSN) preferred.

**License:** Requires current state of Indiana license as a Registered Nurse

**Certification:** Certified Nurse Educator (CNE), Certified Nurse Educator, Clinical (CNEcl)

**Experience the day in the life:** As a Clinical Educator, my day consists of learning, teaching, developing and growing nurses. I start the day by rounding on my units, which involves checking in with the nurses and asking if they need anything from me.



I also speak with the managers about what is happening on the unit. Sometimes I will attend a new nurse orientation meeting to check in and see how things are going. I begin my day in this fashion to help me identify educational needs of the team members. I am also responsible for providing ongoing education and competencies. My day looks different depending on the needs of the team members.

**Why I chose this role:** I really enjoy teaching other nurses and making the hospital the very best it can be. Nurses have a huge impact on patient care and making IU Health the top healthcare system in Indiana.

**What type of growth opportunities will prepare me for this role?** Connect with your clinical manager and clinical educator to learn more about the Clinical Educator role and educational opportunities.

**Where can this role take me?** Success in this role can lead to opportunities in nursing research, leadership, or even adjunct-faculty positions with a school of nursing.

## Resources

- Professional organization: National League for Nursing (NLN)
- Relevant nursing journal: Nurse Educator



Indiana University Health

# Clinical Manager

**What is a Clinical Manager?** Under the supervision of the designated supervisor, this position is responsible for the day-to-day oversight/management of the staff to include both clinical and clerical employees. The position acts as primary point of contact responsible and accountable for the coordination and communication of information within the practice, among other practices, and to administration. The clinical manager is a 24/7 accountability position. The clinical manager is responsible for the operation of the assigned nursing unit and aligning with the system's vision, values and mission statement.

**IU Health Nursing Pathway(s):** Leadership, Education, Clinical Expert

**IU Health Attributes for this role:** Embraces Learning, Clinical Expertise, Professionally Engaged, Fosters Relationships, Spirit of Inquiry

## **What will I do in this role?**

- Maintain nursing operations by initiating, coordinating, and enforcing program, operational, and personnel policies and procedures
- Ensure adherence to State Board of Nursing and State Nurse Practice Act requirements
- Promote a productive and healthy work environment
- Collaborate with leadership, interdisciplinary teams, and other stakeholders to develop, implement, and evaluate programs and services
- Apply evidence-based healthcare practices and nursing standards
- Review patient and staff data to measure the effectiveness of patient care
- Support continued development and maintenance of clinical skills and judgement
- Maintain professional and technical knowledge by attending educational workshops; reviewing professional publications; establishing personal networks; participating in professional societies

**Degree:** Requires a Bachelor of Science in Nursing (BSN); Master of Science in Nursing (MSN) recommended

**License:** Requires current state of Indiana license as a Registered Nurse

**Certification:** Certified Nurse Manager and Leader

**Experience the day in the life:** In my role as a clinical manager, my day looks different based on the needs of the staff and patients. I usually begin my day by checking in with staff and rounding on patients. I may troubleshoot patient satisfaction issues as needed. Performance management, coaching and corrective action discussions with staff occur as needed. I am sometimes needed to help balance patient census and staffing. I review invoices for ordering of supplies and equipment. I regularly attend process improvement meetings, trainings, and lead/aid in implementation on the unit. As a manager, I am personally responsible for maintaining current education and certification. I also investigate any incident reports, patient safety/quality events, and help implement processes to keep from happening again.

**Why I chose this role:** I grew professionally as a clinical nurse and was exposed to many different areas in which I could advance my career, but leadership opportunities always seemed to grab my interest the most. After gaining several leadership opportunities as a clinical nurse and finding out that I truly enjoyed and excelled in that area I decided it was time to take the leap into a bigger and more formal leadership role.

## **What type of growth opportunities will prepare me for this role?**

Connect with your manager to learn more about the Clinical Manager role and educational opportunities.

**Where can this role take me?** Success in this role can lead me to other professional roles and responsibilities in leadership.

## **Resources**

- Professional organization: American Organization of Nurse Executives (AONE)
- Relevant nursing journals: Voice of Nursing Leadership, Nurse Leader
- Reference: <https://www.jacksonvilleu.com/blog/nursing/clinical-nurse-manager-job-description-salary/>



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# Clinical Nurse Specialist

**What is a Clinical Nurse Specialist?** Clinical nurse specialists are expert clinicians with advanced education and training in a specialized area of nursing practice who work in a wide variety of healthcare settings. A clinical nurse specialist's area of focus may be defined by:

- population (such as: pediatrics, geriatrics, women's health);
- setting (such as: critical care or emergency room);
- disease or medical subspecialty (such as: diabetes or oncology);
- type of care (such as: psychiatric or rehabilitation); or
- type of problem (such as: pain, wounds, stress)

**IU Health Nursing Pathway(s) to prepare you for this role:**

Leadership, Education, Clinical Expert, Research/EBP

**IU Health Attributes for this role:** Embraces Learning, Clinical Expertise, Professionally Engaged, Fosters Relationships, Spirit of Inquiry

**What will I do in this role?** Clinical nurse specialists provide diagnosis, treatment, and ongoing management of patients. They also provide expertise and support to nurses caring for patients at the bedside, help drive practice changes throughout the organization, and ensure the use of best practices and evidence-based care to provide preeminent care.

**Degree:** Requires a Master of Nursing (MSN) as a Clinical Nurse Specialist from an accredited graduate program.

**License:** Requires current state of Indiana licensure as a Registered Nurse and meets regulatory requirements to practice as a CNS.

**Certification:** When available, certification at the advanced level in the area of clinical specialty is required. Current certification examinations based on population include:

- Adult/Gerontology
- Pediatrics
- Neonatal

**Experience the day in the life:** As a Clinical Nurse Specialist, I manage the care of complex patients, educate and support team members to provide the best care through evidence, and support a culture of safety. Days might consist of reviewing incident reports, rounding on high risk patients, and rounding



on team members to answer practice questions. I am a source of expert knowledge for team members in partnership with the clinical educator. When new practice changes roll out, I support implementation and sustainment.

**Why I chose this role:** I enjoy assisting clinical team members with practice questions. I also enjoy leading professional nursing practice through research and evidence-based practice.

**What type of growth opportunities will prepare me for this role?** Connect with your clinical manager and clinical educator to learn more about the CNS role and educational opportunities.

**Where can this role take me?** Success in this role can lead to opportunities to participate in quality improvement projects and research. The CNS role could also lead to opportunities in nursing education or leadership.

**Resources**

- Professional organizations: CIOCNS (Central Indiana Organization of CNS), NACNS (National Association of CNS)
- Relevant nursing journal: NACNS journal
- Reference: <https://nacns.org/about-us/what-is-a-cns/>



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# Associate Administrator

**What is an Associate Administrator?** The Associate Administrator (AA) role provides leadership, management and oversight to a facility in the absence of administrative and management staff. The incumbent facilitates patient flow, expedites patient placement, and matches resources to staffing needs. The AA is a consultant for emergency or unusual circumstances and follows up on problems and/or concerns with the appropriate department or administrative personnel at multiple levels (system, patient, clinician) as appropriate.

**IU Health Nursing Pathway(s):** Clinical Practice, Clinical Expert, Leadership

**IU Health Attributes for this role:** Embraces Learning, Clinical Expertise, Professionally Engaged, Fosters Relationships, Spirit of Inquiry

## What will I do in this role?

- Supervise and lead facility in the absence of administrative and management staff
- Allocate staff and place patients based on facility needs
- Participate as a member of the rapid response team
- Support charge nurses and managers with crisis intervention and problem-solving throughout challenges and staffing concerns

**Degree:** Requires an Associates of Science in Nursing (ASN); Bachelor of Science in Nursing (BSN) preferred.

**License:** Requires current state of Indiana license as a Registered Nurse

**Certification:** Critical Care Registered Nurse (CCRN)

**Experience the day in the life:** As an Associate Administrator, we start by getting report from the previous shift. We discuss what has transpired throughout that shift and what needs to be addressed. We evaluate the patient volume throughout the facility and participate in referrals from other facilities. We act as support to the nursing staff, charge nurse and managers throughout the institution. Our main goal is to enhance the patient's experience from the beginning of their stay until they leave the facility.



**Why I chose this role:** This role allows me to have a positive impact in our patient's experience while they move through the healthcare system. It also provides me with a good mix of direct patient care and leadership. This role also brings me a great level of autonomy, which I love.

**What type of growth opportunities will prepare me for this role?** Connect with your clinical manager and clinical educator to learn more about the Associate Administrator role and educational opportunities.

**Where can this role take me?** Success in this role can lead to opportunities in leadership and management.

## Resources

- Professional organization: AONE (American Organization of Nurse Executives)
- Relevant nursing journal: Nurse Leader (Journal of the AONE)



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# Chief Nursing Officer (CNO)

**What is a CNO?** The CNO is responsible for administration, management, and implementation of policies and programs for the covering the functional areas of nursing.

**IU Health Nursing Pathway(s) to prepare you for this role:**  
Leadership

**IU Health Attributes for this role:** Embraces Learning, Clinical Expertise, Professionally Engaged, Fosters Relationships, Spirit of Inquiry

**What will I do in this role?**

- Develop the nursing strategic plan and implement initiatives
- Develop/oversee nursing policies, procedures, and standards to ensure quality patient care
- Attend multi-professional meetings at the senior leader level
- Attend various system meetings including CNO Strategy Council

**Degree:** Master's of Science in Nursing Degree (Nursing or Health Administration or related field); Doctorate preferred (If the Master's Degree is not in nursing then either a baccalaureate degree or doctoral degree must be in nursing)

**License:** Requires current state of Indiana license as a Registered Nurse

**Certification:** Specialty Certification in Nursing Leadership (i.e. CNEP or NEA-BC)

**Experience the day in the life:** A day in the life of a CNO is always different. Standard work includes attending daily huddles, leadership rounding, office work (email, reports, etc.) and meetings. The CNO is responsible for the quality outcomes for patients and helps champion efforts to decrease preventable harms. The CNO is responsible for the nursing departments and for nursing engagement. The CNO has knowledge and experience in human relations; finance; operations management; strategic planning; and community relations. The CNO communicates with all levels of employees, management and community leaders. A CNO is a leader who is an effective, creative and visionary problem solver. The CNO is a leader who works to build relationships and promotes diversity and inclusion in the workplace and community.



**Why I chose this role:** I chose this role so that I may make a greater difference in the lives of patients. When I was at the bedside, I could influence a few lives per day. Now that I am further removed from the bedside, I can make a greater difference for more people each day by helping to influence the nursing workforce, who takes care of all of our patients. My job is to serve others. "I take care of the people, who take care of the people."

**What type of growth opportunities will prepare me for this role?** Connect with your Chief Nurse Executive to learn more about the Chief Nurse role and educational opportunities

**Where can this role take me?** In the CNO role, you can influence greater numbers of people and inspire the next generation of nursing professionals. A CNO can sit on local, regional, statewide and national boards/committees. This role could prepare you for a CEO role or leader of a national professional organization.

## Resources

- Professional organization: American Organization for Nurse Executives
- Relevant nursing journal: The Journal of Nursing Administration



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