

# UNM Hospitals

Recruitment Resource



**UNM Hospital:**

2211 Lomas Boulevard NE  
Albuquerque, NM 87106

**Human Resources Office:**

1650 University Blvd. NE  
Albuquerque, NM 87102  
(505) 272-2325  
Toll Free: 1-866-837-9040

Visit us online at: <http://hospitals.unm.edu> click "Careers"





## OUR VISION

Our vision is to identify and solve the most important questions of human health in our communities through education, scholarship and service with commitment to the Health Sciences Center core values.

## CORE VALUES

Our core values emphasize a culture of shared expectations regarding:

- Integrity, accountability and decisiveness in commitment to excellence;
- Compassion and respect in our interactions with students, patients and colleagues;
- Diversity in people and thinking;
- Effective utilization of our resources; and
- Advancement of our institutional mission while supporting professional and personal growth.

## OUR MISSION

Our mission is to provide added value to health care through leadership in:

- Providing innovative, collaborative education;
- Advancing frontiers of science through research critical to the future of health care;
- Delivering health care services that are at the forefront of science; and
- Facilitating partnerships with public and private biomedical and health enterprises.

## EMPLOYMENT Employment Benefits

Benefits for Full-Time (1.0 to 0.75 FTE) and Part-Time (0.7 to 0.5 FTE) Employees (Benefits-Eligible Status)

### HEALTH

- Employer paid benefit  
-100% paid for full-time, 60% paid for part-time
- Family coverage available -paid by employee
- Eligible on the first of the month following hire date

### DENTAL

- Employer paid benefit-100% paid for full-time, 60% paid for part-time
- Family coverage available-paid by employee
- Eligible on the first of the month following hire date

### VISION

- Employee paid benefit
- Family coverage available
- Eligible on the first of the month following hire date

### LIFE INSURANCE

- Employer paid benefit
- Group Life Insurance pays benefit equal to one times base annual salary
- Accidental death and dismemberment equal to one times base annual salary
- Additional employee and family life insurance coverage available -paid by employee

### LONG TERM DISABILITY INSURANCE

- Employer paid benefit
- Eligible on the first of the month after one year continuous service in a benefits-eligible status
- Pay 60% of base monthly pay after total disability exceeds 180 days

### RETIREMENT PLAN

- Eligible on the first of the month after one year continuous service in a benefits-eligible status
- Employer will contribute a percentage of the employee's base salary to the fixed account of the 403(b) plan
- Vesting schedule:
  - After 3 years benefits eligible employment-25% vested
  - After 4 years benefits eligible employment-55% vested
  - After 5 years benefits eligible employment-100% vested
- Employees may make voluntary payroll contributions to the 403 (b) and the 457 (b) immediately

### FLEXIBLE SPENDING ACCOUNTS

- Employees may participate in the dependent care spending and/or medical care spending accounts  
The accounts offer a unique way to cover childcare and medical expenses using before-tax dollars

### LEGAL PLAN

- Employee paid benefit
- Eligible on the first of the month following hire date

### CANCER, HEART, ICU Supplemental Plan

- Employee paid benefit
- Family coverage available
- Eligible on the first of the month following hire date

### EDUCATIONAL REIMBURSEMENT

- Eligible after completion of 6 months employment
- Reimbursement for up to 24 credit hours per fiscal year, provided that grade earned is a C or better, courses are job related and are for college credit  
- Credit hours limit is pro-rated for 0.8 to 0.5 FTE Status
- Must be regular status employee (Not Temporary)

### PAID LEAVE

- Accrue 10 days the first year of employment
- One additional day annual leave accrued for each additional year of employment to a maximum of 20 days per year
- Nine paid holidays per year
- Paid leave is pro-rated based on FTE

### SICK LEAVE

- Accrue a total of 13 paid sick days per year that are placed into major and minor sick leave banks
- Sick leave is pro-rated based on FTE

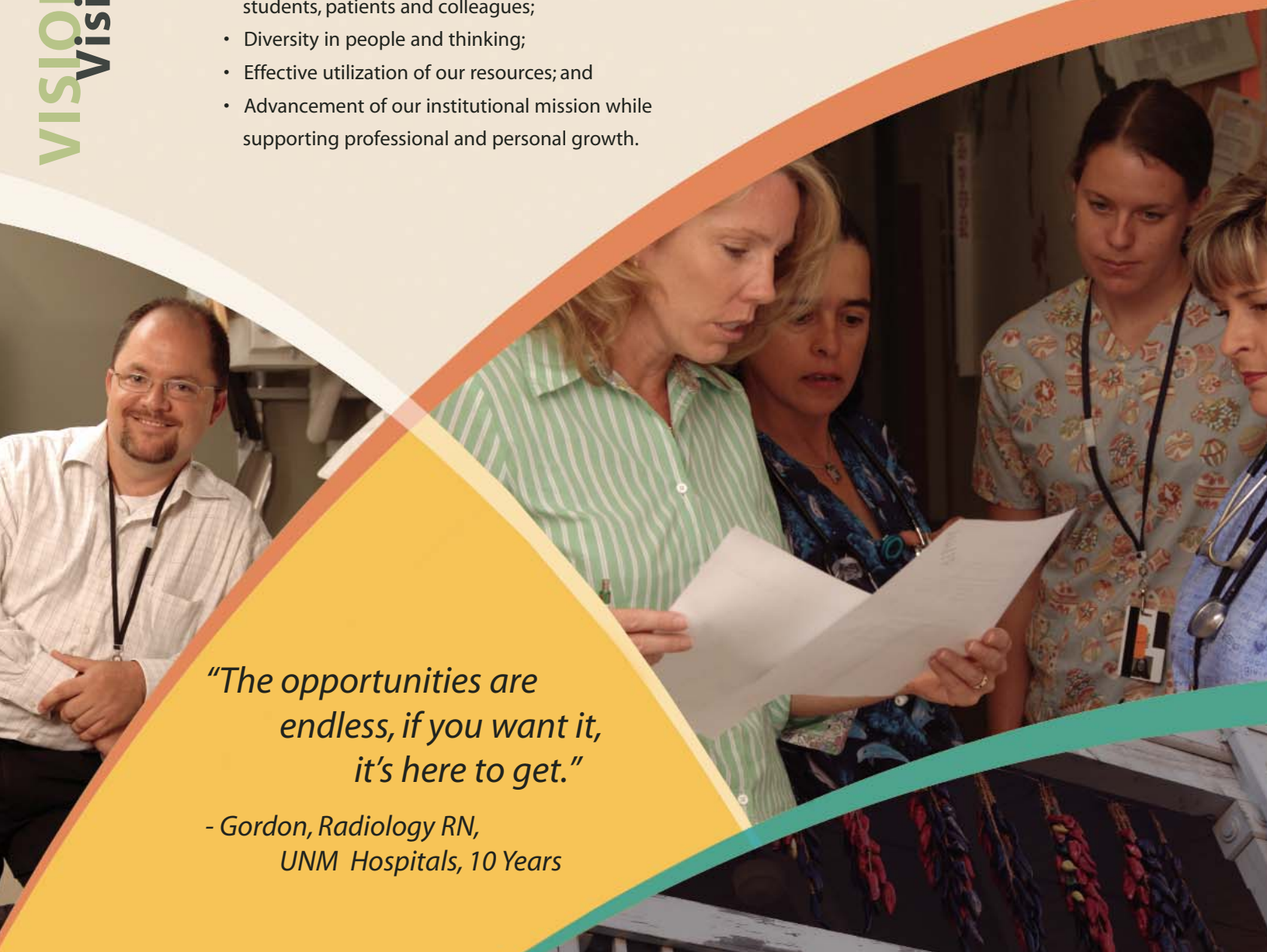
### DOMESTIC PARTNER BENEFITS

- Coverage available (imputed income ramifications)
- Not eligible for pre-tax savings per IRS guidelines
- Domestic Partners of covered employees are eligible for health, dental, vision, additional life, and legal plans
- UNMH Affidavit process must be completed

\* Benefits eligibility, coverage, limitations, and exclusions, premiums and other details are subject to specific plan provisions and UNMH policies and procedures and may be subject to change. Short-term temporary employees are not eligible for these benefits.

*"The opportunities are endless, if you want it, it's here to get."*

- Gordon, Radiology RN,  
UNM Hospitals, 10 Years





Throughout the United States the most sophisticated medical technology and training are available at academic medical centers. These centers serve patients who are critically ill, injured or who need the latest medical knowledge, diagnosis and treatment. UNM Hospital is one of approximately 125 of these very special facilities in the country. We are recognized by the American Hospital Association as being one of the top 100 most wired hospitals and health systems in the nation. In addition, U.S. News and World Report ranked UNM Hospitals as one of “America’s Best Hospitals” in 16 specialty areas, and the UNM Hospital Cancer Research Treatment Center as one of the nation’s 50 best cancer hospitals. Our pride lies in the commitment to patient care, one will find our staff to patient ratios comparing favorably to Magnet Hospital standards.

UNM Hospital, a 384 – bed acute, tertiary care facility, is the primary teaching hospital for the UNM Health Sciences Center School of Medicine and is home of the highly regarded UNM Children’s Hospital. New Mexicans are fortunate to have such an integrated health sciences center in Albuquerque, where UNMH is located.

UNM Hospital is located within the University of New Mexico Health Sciences Center. The Health Sciences Center includes, in addition to UNM Hospital and UNM Children’s Hospital, the School of Medicine, College of Pharmacy, College of Nursing, Cancer Research and Treatment Center, Children’s Psychiatric Center, Carrie Tingley Hospital, UNM Psychiatric Center and the Health Sciences Center Library.

UNM Hospital holds accreditation from the Joint Commission on the Accreditation of Health Care Organizations and the American College of Surgeons Commission on Cancer. Additionally, UNM Hospital is a Level 1 Trauma Center, verified through ACS. The Accreditation Council on Graduate Medical Education has approved graduate training programs in 26 specialties and sub-specialties.





**NURSING AT UNM Hospitals**  
UNM HOSPITALS

UNMH offers a wide variety of employment opportunities in sub-acute care and medical/surgical areas.

**MEDICAL SERVICES**

- Medical Cardiac ICU
- Medical/Surgical Sub-Acute Unit
- Cardio-Thoracic Sub-Acute Unit
- General Medicine
- Oncology/Clinical Res. Center

**SURGICAL SERVICES**

- Orthopedics
- Neurology/Neurosurgery
- General Surgery
- Operating Room
- PACU/Day Surgery

**WOMEN'S SERVICES**

The latest technology available for the obstetrical/gynecological patient is offered at UNMH.

- High risk pregnancy care is provided in the OB Special Care Unit for antepartum and postpartum women at risk. Nurses enjoy the technical challenge of using high tech fetal monitors, home uterine monitors and invasive cardiac monitors.
- The Labor & Delivery Unit delivers approximately 3,600 babies per year. The Labor & Delivery Unit has optional private birthing suites, and the Women's Care Unit has optional rooming-in for moms and newborn babies.

The nursing team on this unit is skilled at providing care for low risk to high-risk deliveries. Each nurse strives to provide a high level of patient satisfaction through the birthing process.

- The University Center for Women's Health, a comprehensive outpatient clinic, offers a wide array of obstetrical/gynecology services for women of all ages. Nurses on this unit have the opportunity to focus on patient teaching.

**RN RESIDENCY**

New graduate nurses may qualify for the one-year nurse residency program. The program's focus is on the transition to professional nursing practice using Patricia Brenner's theory of novice to expert.

UNM CHILDREN'S  
UNM Children's Hospital  
HOSPITAL

UNM Children's Hospital, located within UNM Hospital, offers the most advanced, comprehensive pediatric and neonatal medical care available in New Mexico. UNM Children's Hospital is a very special place, where children receive very special care.

UNM Children's Hospital offers a broad spectrum of medical care. In both pediatric and newborn areas, care ranges from inpatient and ambulatory care units to the highest level of intensive care hospitalization. Among the many areas of pediatric subspecialty care are general surgery, cardiothoracic surgery, neurosurgery, pulmonology, oncology, cardiology and neonatology.

The staff at UNM Children's Hospital has received special training in family centered care. They recognize that children and their parents need more than just the finest medical care, state-of-the-art medical programs and equipment. In addition to physicians and nurses, these professionals include dietitians, physical and respiratory therapists, child development specialists and teachers/aides from Albuquerque Public Schools.

**NEWBORN (NEONATAL) CARE UNIT**

The most comprehensive and advanced medical care is available for critically ill or pre-term newborns with cardiac, respiratory or post-surgical problems.

**PEDIATRIC INTENSIVE CARE UNIT**

The unit provides New Mexico's most advanced care for children undergoing serious or complex surgeries or suffering life-threatening disease or injuries.

**UNM CHILDREN'S HOSPITAL HEART CENTER**

Located within UNM Children's Hospital, the Children's Hospital Heart Center provides state-of-the-art diagnostic capabilities and treatment options for children with congenital and acquired heart problems. From efficient outpatient consultations through complex open-heart repairs, the caring and experienced pediatric heart care team at CHHC provides advanced pediatric cardiac care in New Mexico.

**PEDIATRIC SURGERY & SURGICAL SUBSPECIALTIES**

Subspecialties include ear, nose and throat surgery, neurosurgery, urologic surgery and general pediatric surgery.

**ECMO (EXTRA CORPOREAL MEMBRANE OXYGENATION)**

The life saving technique of oxygenating blood outside the body is used on newborn infants with respiratory failure from diseases; i.e. pneumonia, lung failure, pediatric open-heart surgery or severe trauma injuries.

**REGIONAL BURN CENTER & LIFEGUARD AIR EMERGENCY SERVICES**

Critical medical services are provided to pediatric patients from New Mexico and surrounding states.

**PEDIATRIC AND NEWBORN SUBACUTE UNITS**

Transition units provide intermediate level care until the child or newborn is ready to go into the general level care unit or back to the referring hospital.

**PEDIATRIC ADMIT/DISCHARGE UNIT**

Utilizing a comprehensive medical team approach, continuity of care is provided from admission through discharge.

*"I keep learning, and I keep growing."*

- Melissa, ER RN, UNM Hospitals, 8 Years





### SPECIALTY OUTPATIENT SERVICES CLINICS

A full range of outpatient services for chronically ill or disabled pediatric patients is available at UNMCH. Specialty medical services include: hematology/oncology, pulmonology (asthma and other respiratory disorders), dysmorphology (birth defects), gastroenterology and neurology.

### WELL-CHILD AND PEDIATRIC URGENT CARE CLINICS

Special clinics provide routine immunizations, track normal growth/development and wellness training for the complete family.

### UNM PSYCHIATRIC CENTER

The UNM Psychiatric Center offers a comprehensive array of treatment programs for the adult mentally ill including:

- Psychosocial Rehabilitation: supported employment, job skills training, daily living skills training, socialization skills training

- Psychotherapy Services: state-of-the-art interventions for outpatient adults with psychiatric conditions
- Psychiatric Emergency Services: only Psych ER in the state;
- Psychiatric Care Management: social work and case management services
- Forensics Case Management: diverted and released from incarceration
- General Clinic: adults and geriatrics;
- Intake Services: assessment
- Milagro: residential treatment program for pregnant women and their children

### UNM Children's Psychiatric Center

The UNM Children's Psychiatric Center provides intensive psychiatric treatment to children and adolescents through the age of 17. Treatment includes family education, which increases families' understanding and capacity to manage their children. Clinical services are under the direction of the UNM School of Medicine faculty and include comprehensive evaluation and assessment, treatment planning, individual, group and family therapy, psychopharmacology, speech, art, recreational and occupational therapy. CPC is the only such facility in New Mexico.

### Addiction and Substance Abuse Programs

UNM Hospitals' Addiction and Substance Abuse Programs specialize in providing diverse proven substance abuse and mental health treatments. ASAP provides primary substance or alcohol abuse diagnosis and treatment for both adult and adolescent clients in order to promote health and prevent substance abuse-related disease and disabilities.

### RADIOLOGY

Our Radiology Department staff works with the latest imaging technology including two multi-slice and spiral C.T. scanners, 3-color flow Doppler Ultrasound Units, Low-Dose pediatric and adult Pulsed Fluoroscopic Units, as well as a 1.5T Superconducting MRI. Interventional procedures are preformed with a Digital Subtraction Imaging System.

### HEART STATION

The Heart Station is a Diagnostic Testing Center for inpatients as well as outpatients. As an employee in the Heart Station, you will have the opportunity to perform diagnostic testing such as electrocardiograms, Holter monitors, event recorder, exercise treadmill testing and echocardiograms. We offer continuous pacemaker education and a cardiac rehabilitation program for our patients.

### PULMONARY SERVICES

The Pulmonary Services Department is responsible for providing treatment, management, control and care for patients with deficiencies and abnormalities of the pulmonary system. Our respiratory care practitioners have specialized training in neonatal and pediatric respiratory care and provide 24-hour, seven-days-a-week coverage for each unit in the hospital as well as for all in-house emergency transports. As part of our team, you will have the opportunity to provide a variety of diagnostic tests related to pulmonary physiology that measure lung volumes and evaluate lung mechanics and metabolic status.

### SPEECH/LANGUAGE PATHOLOGY

Inpatients and outpatients from birth to geriatrics are seen in an individual or group setting. Services that you will have the opportunity to provide include evaluation, treatment and consultation for cognitive/language therapy. Our staff includes many English/Spanish speaking speech/ language pathologists. Culturally sensitive testing is available. Patients are referred from a variety of sources: neurosurgery, neurology, ENT medicine, teachers, psychologists, social workers and families.

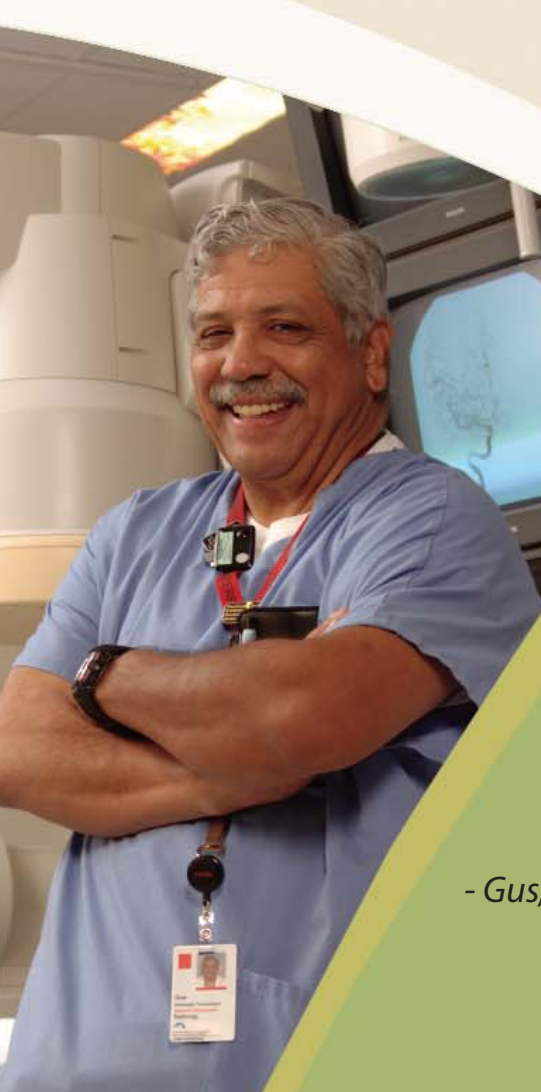
### REHABILITATION SERVICES

Occupational and physical therapy offer acute inpatient and outpatient services for all ages. A diversified caseload provides a challenging work experience for those who enjoy working in a busy setting. Experienced staff works in the areas of wound care, pediatrics, burns, hands, sports medicine, orthopedics, neurology, neurosurgery, rheumatology, and cardiology.

The opportunity to interact directly with physicians is available in multiple clinics: burn and trauma, muscular dystrophy, hemophilia, pain, neurosurgery, hand, and plastics. The Department of Rehabilitation Services serves as a clinical training site for physical and occupational therapy students and rehab technician students.

*"UNMH, state of the art technology."*

*- Gus, Radiology RN, UNM Hospitals, 12 Years*





UNM Carrie Tingley Hospital (CTH) has a legacy of more than sixty years of commitment to New Mexico's children and their families. Providing caring and coordinated healthcare to children and adolescents with complex musculoskeletal and orthopedic conditions, CTH addresses rehabilitation needs, developmental issues and long-term physical disabilities. From long-term inpatient or outpatient attention, to specialized surgical treatment, the caring and experienced healthcare teams at UNM Carrie Tingley Hospital provide care directed toward the whole child or adolescent and family.

The mission of CTH is to improve the quality of life and functional abilities of children with special needs by providing comprehensive family centered care that is unequalled in the state and region. Care is provided through concern for the well being of all children using advanced medical science and a network of services that are community based.

#### Programs of Excellence

UNM Carrie Tingley Hospital is driven by a vision to enhance the quality of life of New Mexico's children with special needs, and to be a nationally recognized center of excellence. Programs of Excellence within the hospital include:

- Pediatric Rehabilitation
- Pediatric Orthopedics
- Neurosurgery
- Pediatric Urology
- Pediatric Radiology
- Pediatric Dentistry

## TRAUMA EMERGENCY SERVICES

### Trauma Emergency Services

UNM Hospital's medical commitment to the treatment of patients who have sustained multiple injuries has earned UNM the designation as the Level I Regional Trauma Center of New Mexico.

#### EMERGENCY DEPARTMENT

The Emergency Department maintains round-the-clock medical specialists and serves approximately 75,000 patients per year.

#### TRAUMA SURGICAL ICU

The Trauma Surgical Intensive Care Unit is an 18 bed unit delivering the highest quality care for adult trauma and surgical patients including neurosurgery, kidney transplant and thoracic surgery.

#### REGIONAL BURN CENTER

This nationally recognized center delivers the highest level of care and preventive education for both adult and pediatric patients with critical or minor burns. A team approach to patient care is utilized by involving physical therapy, respiratory therapy and psychiatric support.

#### LIFEGUARD

Lifeguard Air Emergency Services is a combined effort through a contracted agreement between UNM Hospitals and PHI. Lifeguard offers both fixed wing and rotor wing service throughout New Mexico and the continental United States for critically ill and injured patients. The service operates both types of aircraft 24 hours per day with experienced flight teams of RNs and Paramedics on duty at the respective locations. This team is directed and dispatched through a communications center located in the Emergency Department of UNM Hospital.

## AMBULATORY CARE CENTER

### Ambulatory Care Center

The Ambulatory Care Center provides patients and families with the best possible health care in an outpatient setting. The Center supports our three-fold mission of out patient care, education, and research, from an outpatient perspective. More than 60 different clinics operate under the direction of the highly trained UNM School of Medicine faculty. The Learning Center and the Patient Education Center are located within the Ambulatory Care Center.

#### • Medicine Specialties

Adolescent, Allergy, Cardiology, Dermatology, Endocrinology, Hematology, Infectious Disease, Nephrology, Pulmonary, Renal/Kidney, Rheumatology

#### • Neurology

Multiple Sclerosis, Muscular Dystrophy, Headache, Stroke

#### • Ophthalmology

#### • Orthopedics

#### • Pediatrics

Oncology, Surgery, Gastroenterology, Neonatology Intensive Care, Dysmorphology

#### • Senior Health

#### • Sleep Center

#### • Surgical Specialties

Burn, Ear, Nose and Throat, General, Neurosurgery, Ophthalmology, Orthopedics, Plastic, Podiatry, Transplant, Trauma, Urology

#### • Women's Health

## OUTPATIENT SURGICAL AND IMAGING SERVICES BUILDING

### Outpatient Surgical and Imaging Services Building

The Outpatient Surgical and Imaging Services Building brings quality and convenience to UNM Hospitals with six operating rooms, 22 prep/recovery bays, and MRI, CT, mammogram, and ultrasound services. The 40,000 square foot, state-of-the-art facility was designed with patients and staff in mind.

Outpatient surgeries that do not require a hospital admission with overnight stays will be performed at OSIS. Outpatients who are scheduled for an MRI, ultrasound study or CT scan may park close to the building and have the procedure done at their convenience.

Residents will get a first hand experience and opportunities to work at OSIS, as most will choose to do a major portion of their surgery in an outpatient surgery center upon completion of their training.



*"It's a challenge,  
it's an experience."*

- Maria, ER RN, UNM Hospitals, 5 Years



*"Great place to work,  
terrific place to live."*

- Mike, ER, UNM Hospitals,  
15 Years





# NEW MEXICO: New Mexico: THE LAND OF ENCHANTMENT The Land of Enchantment

UNM Hospital is located in Albuquerque, a 300-year-old city steeped in the history and culture of the southwest. A city that hosts one-third of the states 1.8 million residents and recently designated by Forbes Magazine as being the top ranked metro area in the U.S. for business and careers. Residents find Albuquerque's climate of warm days, cool nights, low humidity and lots of sunshine an ideal place for outdoor activities. There are endless recreational opportunities like hiking, bicycling, golf, tennis, hot air ballooning and skiing. Albuquerque is an enjoyable blend of history, culture, scenery, climate and business for a prosperous UNM Hospitals career.

The area's history can be traced back to caves in the nearby Sandia Mountains which were inhabited by Sandia Man some 25,000 years ago. Over the centuries, three cultures – Native American, Hispanic, and Anglo – have blended to produce a wealth of music, art, language, architecture and, of course food. New residents soon debate the merits of red and green chile and Indian fry bread.

New Mexico's terrain ranges from high desert to the forested mountains. The state capital, Santa Fe, is the oldest continuous state capital in the U.S. In addition to rich history, the "City Different" provides visitors with cultural opportunities, such as the world renowned Santa Fe Opera, unique shopping and dining on the historic Old Town Plaza and some of the best food anywhere.

The wide variety of the state's scenery includes turquoise - blue skies, the spectacular red-gold sunsets of the southwest and rugged desert and mountain vistas. New Mexico has a rich regional flavor that, when combined with friendly people and affordable housing, contributes greatly to the quality of life here.

