

# Frequently Asked Questions

## Family Nurse Practitioner Residency Program

### **What kind of enrollment process do you follow?**

Interviews for Thundermist's Family Nurse Practitioner (FNP) Residency Program take place annually in early Spring. Interview dates for the upcoming class can be found on the program's application.

Traditionally, Thundermist requires applicants to attend an onsite interview. Extenuating circumstances, such as the COVID-19 pandemic, will allow for interviews to be conducted via video conferencing. Onsite interview dates are scheduled up to a year in advance and are selected on a Friday or Monday to accommodate the travel needs for out-of-state applicants.

All interviews will be attended by the FNP residency selection committee. Applicants will be selected for the program based on three criteria items - education, application, and performance during the interview. Applicants with the top three scores will be offered a Residency contract.

All candidates are given 72 hours to accept the contract and presented a sample contract upon completion of their onsite interview. This allows applicants to ask all contractual questions prior to being offered a residency slot, which allows them to accept it within 72 hours once offered. Remaining candidates will be informed of the filled program once three candidates accept their contracts in writing.

### **How many residents are selected annually?**

We currently select three residents.

### **Can I still apply if I do not live in Rhode Island?**

We accept national candidates. You do not need a RI license to apply, but you do need to be fully licensed and credentialed by the start of the program on September 1st of the residency program year should you be selected.

### **Do I need to be physically present for my interview? Can I Skype or Zoom in?**

To be considered for the residency you must physically attend one of our interview days. However, this year we will be conducting interviews using a video-conferencing system due to the COVID-19 pandemic.

### **Is it okay that I am working with a recruiter?**

Applicants represented by a recruiter are not eligible for the residency.

### **What is the program's pay scale? Are there opportunities to stay after the residency year is complete?**

Upon submission of your application, we are happy to send you a blank draft of the residency contract so you can see the financial details of the program. We do this for two reasons. One, we want you to understand both the clinical (what the program offers) and financial components of

the program so you make a full informed decision. Secondly, once you are offered the residency slot you have 72 Hours to accept the contract or reject it so we can move on to another candidate. By providing you the contract ahead of time it allows us to resolve any financial questions ahead of time and provides you with the opportunity to make a rapid and well-informed decision to accept or reject the offer once made.

### **Do I need to complete the entire application packet before I arrive for the onsite interview day?**

To be considered for the residency, we do require you submit a completed application packet prior to the application deadline.

### **Do I meet the program's application requirements if I graduated mid-academic year?**

Yes, you would meet current requirements for the cohort. The program is specifically intended for new nurse practitioners who graduate no more than 24 months prior to the application deadline.

### **Who can my letters of recommendation come from?**

Your letters of recommendation can come from former employers, preceptors, faculty and peers (classmate or professional colleague). An academic recommendation can be a professor, program director, preceptor, dean or other faculty member familiar with your work.

### **How should I submit my letters of recommendation?**

Please send recommendation letters with the completed residency application to [NPR residency@ThundermistHealth.org](mailto:NPR residency@ThundermistHealth.org). We will make sure your letters of recommendation are attached to your application packet and forwarded to the interview committee.

### **Is it ok to use another instructor from my program for a letter of recommendation if I do not have a relationship with my program director?**

Yes. It is appropriate to get the letters of recommendation from clinical instructors who know you the best.

### **If I have not been recently employed due to the demands of my program, is it acceptable to submit a letter of recommendation from from a past employer?**

We would accept a letter of recommendation from any previous employer. Getting one from the person who supervised you as a clinical research coordinator would be appropriate. You can also substitute one from a preceptor who worked with you during one or more of your clinical rotations.

### **Can I apply to the residency program with an out-of-state NP license?**

Yes. You would need to apply for a Rhode Island APRN license, but you can apply for the residency while that is pending. Please email [NPR residency@ThundermistHealth.org](mailto:NPR residency@ThundermistHealth.org) for additional questions regarding this process.