



Fostering
a **Culture**
of **Advanced
Practice**



NORTON
HEALTHCARE



NORTON
Children's



Norton Healthcare and Norton Children's employ over 900 advanced practice providers across a comprehensive array of service lines. These providers are integral to the continued growth of our medical groups as we expand care across our region. Advanced practice providers are valued members of multidisciplinary care teams in inpatient and outpatient environments and in almost every specialty. Along with their physician colleagues, advanced practice providers are positioned to help expand and promote access to quality health care.

Advanced practice providers at Norton Healthcare and Norton Children's are encouraged and expected to practice at the top of licensure for their discipline. Many are leading programs, including the Norton Heart & Vascular Institute Atrial Fibrillation Clinic, Norton Heart & Vascular Institute Structural Heart Program and Norton Leatherman Spine Back & Neck Pain Clinic. Each of these programs is part of a larger multidisciplinary team of professionals that exists to provide quality care to patients.

The Norton Healthcare Office of Advanced Practice has a robust leadership structure that includes a well-connected and integrated group. These leaders have dedicated time to focus on policy and regulatory matters, serve as partners to operational colleagues on practice-related matters, and advocate for continued growth of the advanced practice provider community. In its current structure, this team includes advanced practice provider champions, leads, directors and a system director.

Meet our team

"In collaboration with physicians and the health care team, advanced practice providers at Norton Healthcare and Norton Children's are instrumental in providing high-quality care to those in need across Kentucky and Southern Indiana. The Norton Healthcare Office of Advanced Practice is committed to providing support to advanced practice providers by creating a community for individuals to thrive in their careers through professional learning and development activities, engagement opportunities, well-being initiatives and mentorship."

*—Casie Kichler, DNP, APRN, ONC, AGCNS-BC, system director,
clinical and advanced practice, Norton Medical Group*



Norton Healthcare is a leader in serving adult and pediatric patients from throughout Greater Louisville, Southern Indiana, the commonwealth of Kentucky and beyond. The not-for-profit hospital and health care system has six Louisville-based hospitals and three hospitals in Southern Indiana.

With more than 23,000 employees, over 1,750 employed medical providers and more than 3,000 total providers on its medical staff, Norton Healthcare is Louisville's second largest employer. It provides care at more than 400 locations throughout Kentucky and Southern Indiana. The six Louisville hospitals have a total of 1,907 licensed beds, and the Southern Indiana hospitals have a total of 347 licensed beds. The hospitals provide inpatient and outpatient general care as well as specialty care, including heart, neuroscience, cancer, orthopedic, women's and pediatric services. The system also includes 10 outpatient centers, 20 Norton Immediate Care Centers, 14 Norton Prompt Care clinics and an expanded telehealth program. A strong research program provides access to clinical trials in a multitude of areas.

Norton Healthcare's Louisville hospitals and Norton Cancer Institute are LGBTQ+ Healthcare Equality Leaders. Our facilities first received this designation from the Human Rights Campaign in 2018 and have received it in all subsequent years that the designation has been awarded. Norton Healthcare also was recognized in 2022, 2023 and 2024 on the Disability Equality Index's list of Best Places to Work for Disability Inclusion.

Our “why”

Care is more than what we provide to our patients. Care — without judgment, without hesitation — is our contribution to the world we live in. Others make things or sell things. We care for people. Not some people, not certain people. Everybody in our community. Because caring deeply, caring as much as we possibly can, is our one and only purpose.

At Norton Healthcare, care heals. Care connects us. Care builds buildings. Care finds cures and funds technology. We get up in the morning because we care. We stay late, we innovate, because we care. There is no limit to what our care can do — for our employees, our patients and our community.

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About Norton Medical Group

Norton Medical Group in Louisville, Kentucky, a part of Norton Healthcare, continues to expand to meet the health care needs of residents in Greater Louisville, including Southern Indiana and surrounding counties. As the largest network of employed medical providers in the area, Norton Medical Group operates a highly successful employment model that oversees the business operation of its practices, allowing physicians to focus on quality care for patients.



PHYSICIAN-LED
MEDICAL
GROUP

NETWORK
of more than
3,000
PROVIDERS



EPIC
electronic
medical records in
100%
of practices and hospitals

Providers with Norton Medical Group make up a network of care that includes primary care and a comprehensive array of specialty care services. Additionally, the group includes multiple institutes of care in select specialties, representing a multifaceted approach to specialty care including research, community outreach and education, and robust support services for patients and families.

Norton Healthcare's institutes of care include:

- Norton Arm & Hand Institute
- Norton Cancer Institute
- Norton Heart & Vascular Institute
- Norton Infectious Diseases Institute
- Norton Neuroscience Institute
- Norton Orthopedic Institute
- Norton Research Institute
- Wendy Novak Diabetes Institute

About Norton Children's Medical Group

Norton Children's Medical Group, affiliated with the UofL School of Medicine, is the employed provider division of Norton Children's. Through a network of care, Norton Children's provides primary care and a comprehensive array of specialty care services for newborns to adolescents in Greater Louisville, Southern Indiana and the surrounding area, as well as to children throughout the region. The group includes multiple institutes of care in select specialties, representing a multifaceted approach to specialty care including research, community outreach and education, advocacy and robust support services for patients and families.



**PHYSICIAN-LED
MEDICAL
GROUP**

AFFILIATED
with the
**U of L SCHOOL OF
MEDICINE**

**EMPLOYS
MORE THAN
600**
pediatric specialty
and primary care
providers



**PROVIDERS HAVE
ACCESS**
to University of Louisville's
clinical research and
teaching opportunities



Over
170
LOCATIONS
in **Kentucky** and
Southern Indiana

Norton Children's institutes of care include:

- Norton Children's Cancer Institute
- Norton Children's Heart Institute
- Norton Children's Neuroscience Institute
- Norton Children's Research Institute
- Wendy Novak Diabetes Institute

Continuing medical education offerings

The goal of Norton Healthcare and Norton Children's is to meet the health care needs and improve the health status of people in the communities we serve. By working with our comprehensive medical staff and fostering our commitment to quality, strategic partnerships and affiliations, we are dedicated to serving as regional leaders in providing quality, certified continuing education opportunities. Our activities are built on a platform of scientifically sound, evidence-based medicine, enhancing the provision of patient care.

The Norton Healthcare Center for Continuing Medical Education offers many opportunities to obtain continuing education credits, many of which are free to employed providers. Through more than 200 activities offered annually, the center strives to provide high-quality continuing medical education (CME) opportunities for physicians and other health care providers. These activities are intended to improve competence, performance and/or overall patient outcomes. Some key educational opportunities offered are:

- "Just for Kids" Pediatric Symposium
- "MedChat" podcast series
- Norton Children's Updates in Pediatrics
- Norton Healthcare Primary Care Update

To see a list of all accredited activities, visit **NortonCME.com**.



Fellowship and transition to practice

Norton Healthcare offers a postgraduate Advanced Practice Provider Fellowship Program. This program is designed to transition graduate physician assistants and nurse practitioners from general practice to specialized practice in a number of areas, including acute care and oncology. More tracks are in development.

The 12-month program contains a mix of instruction and clinical experiences throughout the postgraduate year. Fellows participate in structured postgraduate education training experiences within Norton Healthcare to acquire advanced knowledge and skills in patient care, research and education.

For more information on enrollment, visit

NortonHealthcareProvider.com/APPFellowship.

Norton Healthcare and Norton Children's are committed to the development and continued growth of all providers. Within the Office of Advanced Practice, the leadership team has developed a standard transition-to-practice plan for all new advanced practice providers. This plan is a combination of self-paced didactic sessions paired with steps for clinical progression. Assessment points are scheduled between new providers and their preceptors, and include feedback from attending physicians. In addition to a standardized transition-to-practice program, each new advanced practice provider is assigned a mentor and is encouraged to meet with this person routinely.

Additional educational opportunities

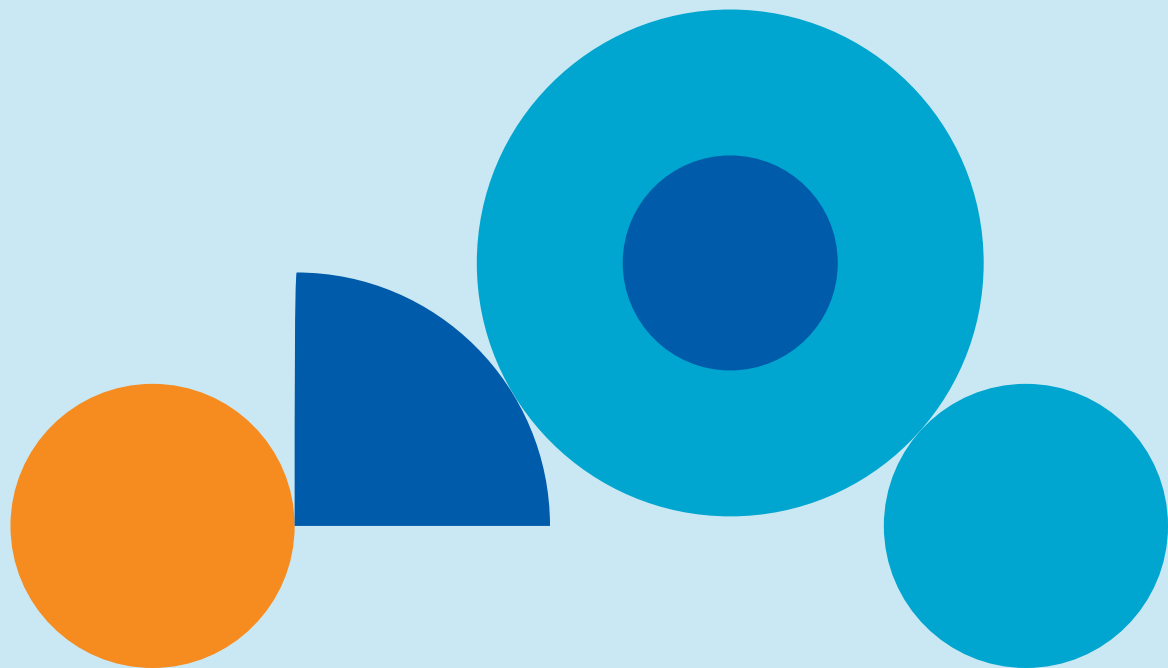
Specially tailored educational opportunities include:

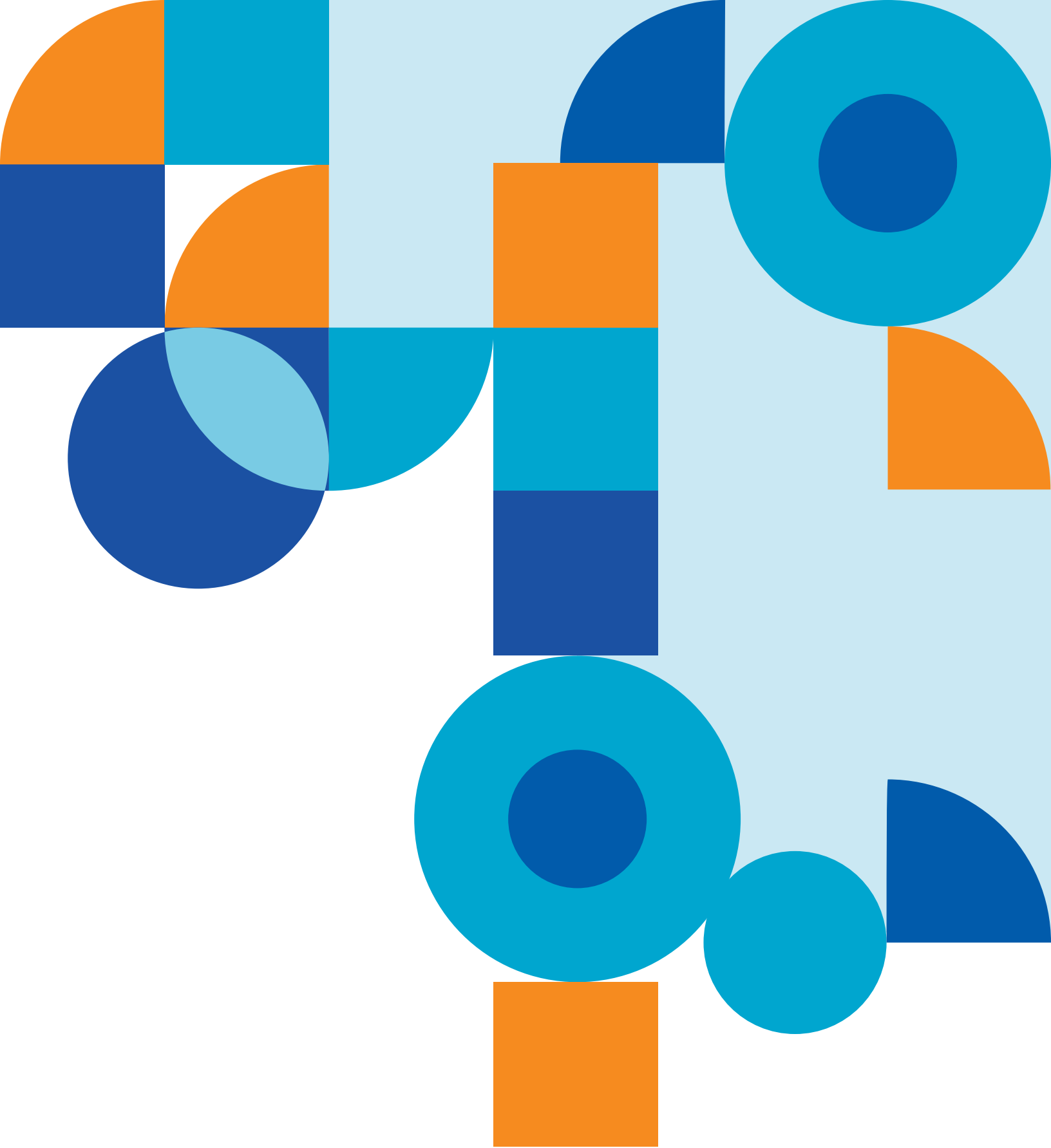
- Advanced practice provider clinical brief sessions
 - » Weekly livestreamed clinical briefs focus on cases encountered throughout the various specialties across Norton Healthcare and Norton Children's. These 30-minute sessions provided by the Office of Advanced Practice cover various topics, offer a chance to directly interact with specialists in the field and provide a networking opportunity with colleagues.
- Pharmacology series
 - » This series is pharmacology focused and intended to meet requirements for license and certification renewal.
- Live activities
 - » Advanced Airway Workshop
 - » Monthly Journal Club
 - » Procedural Specialty Education Workshop

Networking

Norton Healthcare and Norton Children's offer many opportunities to connect with and socialize with colleagues outside of the workplace. Some of these activities include:

- Norton Provider Leadership Academy offers an opportunity for providers to evolve as leaders in health care
- Events sponsored by the Office of Advanced Practice
 - » Bike to Beat Cancer riding team and pit stop crew
 - » Fun run/walk at different locations
 - » Division dinner meetings, sometimes including a guest lecturer on a relevant clinical topic
 - » Annual "Mix and Mingle" event open to all advanced practice providers





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