

## **Nurse Residency Programs (NRP) Available to Midwest Nurses**

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### **Accredited NRP:**

12-month Nurse Residency Program, accredited by the Commission on Collegiate Nursing Education (2013-2018), and a Nurse Residency Transition Program that educates and supports new graduate nurses, offering professional development and help with work/life balance. Participants network with expert nurses. NRP may consist of any combination of online and face-time classes with a minimum of 2 hours face-time for discussion per month.

NRP support professional role transition, integration, and socialization to enable residents to:

- Transition from entry-level advanced-beginner nurse to competent professional nurse, who provides safe, quality care.
- Develop effective decision-making skills related to clinical judgement and performance.
- Develop clinical leadership skills at the point of patient care.
- Practice collaboratively as members of the interprofessional healthcare team.
- Formulate an individual career plan that promotes a life-long commitment to professional nursing.

Lectures, discussions, and hands-on learning experiences include:

- Quality and Safety ( developing a culture of safety)
- Patient and Family centered Care
- Management of Patient Care Delivery
- Management of the Changing Patient Condition
- Communication and Conflict Management
- Informatics and Technology
- Professional Role and Leadership
- Professional Development
- Performance Improvement and Evidence-Based Practice
- Ethical Decision Making
- Stress management
- Business of Healthcare
- Evidence Based Practice
- (NRP should also provide organizational specific resources and practice processes.)

### **Guide to US Hospital Nurse Residency Programs for new BSN Grad (152)**

<http://academic.son.wisc.edu/studentnet/docs/bsn-nursing-residency-program-resource-guide.pdf>

(Lists all US NRP programs with interactive links to program details)

### **Nurse Residency Programs in the Midwest:**

**COLORADO** ▪ Children's Hospital Colorado, Aurora and Denver, New Graduate Nurse Residency Program

<http://www.childrenscolorado.org/about/careers/nursing/residency-program>

▪ Presbyterian/St. Luke's Medical Center, Denver, New Graduate Nursing Program

<http://www.pslmc.com/careers/nursing/graduate-nursing-program/>

▪ St. Mary's Hospital, Grand Junction [www.stmarygj.org](http://www.stmarygj.org)

▪ SCL Health Broomfield Co <http://www.sclhealthsystem.org/careers/job-search/nursing-jobs/>

▪ University of Colorado Hospital, Denver: Graduate Nurse Residency Program \*\*

<http://careers.uchealth.org> ( Accredited Vendor UHC)

AACN/CCNE Accredited

**IOWA** ▪ University of Iowa Hospitals and Clinics, Iowa City: Nurse Residency Program \*\*

<http://www.uihealthcare.org/otherservices.aspx?id=1619> Jenny Edmondson

NMHS Jenny Edmondson - (non Accredited Vendor

### **AACN/CCNE Accredited**

**KANSAS** ▪ University of Kansas Hospital, Kansas City: Nursing Fellowship Program

<http://www.kumed.com/careers/nursing/education>

AACN/CCNE Accredited

**MISSOURI** ▪ BJC Healthcare, St. Louis: Graduate Nurse Fellowships and Nurse Residencies

<http://www.barnesjewish.org/careers/nursing/nurse-residencies>

**NEBRASKA** ~ (not listed in NRP Registry)

Nebraska Methodist Hospital/Nebraska Women's Hospital

<https://www.bestcare.org/search/?q=Nurse+Residency+Program>

Hosts a New Graduate Nurse Residency Program and an AGEWISE Nurse Residency Program

[http://www.n\\_mhs.org](http://www.n_mhs.org)

AACN/CCNE Accredited (Accredited Vendor UHC) 2016 Seeking Organizational Accreditation by 2017

University Medical Center

<https://www.bestcare.org/search/?q=Nurse+Residency+Program>[http://www.nebraskamed.com/app\\_files/pdf/nursing/nurse-residency-information.pdf](http://www.nebraskamed.com/app_files/pdf/nursing/nurse-residency-information.pdf)

Non-Accredited Organizational Design

VENDER INFORMAITON:

UHC – United Health Care Nurse Residency Program

<https://www.uhc.edu/what-we-do/education-events/nurse-residency-program>

AACN/CCNE Accredited

Private Vendor

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Versant Nurse Residency Program

<https://www.versant.org/>

(Non-Accredited Program)

Texas Health Systems Affiliate

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ONLINE NURSE RESIDENCY PROGRAM: IOWA ACTION COALITION



New Program in 2015 (Non Accredited)

Jenney Edmondson (2015 18 Nurse Residents ( 4 months into 12 month program)

<https://www.bestcare.org/jennie-edmondson/s>

Unity Point Health, Des Moines, IA

<http://www.unitypoint.org/desmoines/locations.aspx>

Total of 60 Nurse Residents 2015 (voluntary) Barriers: limited face time, difficult to track compliance with online modules.

<b>Nurse Residency Program Options</b>		
	<b>UHC/AACN Nurse Residency Program</b> <i>University Health System Consortium/American Association of College of Nursing</i>	<b>Versant RN Residency</b>
Program Structure	<ul style="list-style-type: none"> <li><input type="checkbox"/> 12 month program</li> <li><input type="checkbox"/> Monthly, 4 hour seminar</li> <li><input type="checkbox"/> Major themes: Leadership, Patient Outcomes, Professional Role development.</li> <li><input type="checkbox"/> Participants are required to complete EBP</li> <li><input type="checkbox"/> Web based content</li> <li><input type="checkbox"/> 2-4 month start up</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> 18 week program</li> <li><input type="checkbox"/> Weekly 8 hour seminar</li> <li><input type="checkbox"/> Clinical immersion</li> <li><input type="checkbox"/> Web based content</li> <li><input type="checkbox"/> Recommend 12 week start up</li> </ul>
Cost	<ul style="list-style-type: none"> <li><input type="checkbox"/> Year One: \$40,000 purchase price + \$10,000 (one-time) implementation fee</li> <li><input type="checkbox"/> Annual licensing fee: \$17,500</li> <li><input type="checkbox"/> Does not include travel expenses for UHC training staff</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> \$5,250/resident w/3 yr contract</li> <li><input type="checkbox"/> Volume discount TBD</li> <li><input type="checkbox"/> All inclusive-travel of versant team, training, modules, data team, ongoing support, IT support for web-based Voyager</li> </ul>
Curriculum	<ul style="list-style-type: none"> <li><input type="checkbox"/> Content outlines &amp; case studies</li> <li><input type="checkbox"/> Focus on Professional practice development &amp; clinical reasoning</li> <li><input type="checkbox"/> Customizable to institution</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> 200 modules</li> <li><input type="checkbox"/> Competency based Specialty modules including AORN(periop)</li> <li><input type="checkbox"/> Customizable to institution</li> <li><input type="checkbox"/> Specialty activities allowing for unit specific focus</li> </ul>
Preceptor/Mentor	<ul style="list-style-type: none"> <li><input type="checkbox"/> Layered on top of organization clinical orientation</li> <li><input type="checkbox"/> Resident facilitators (mentors)</li> <li><input type="checkbox"/> Online facilitator training tools</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> “blended” w/clinical orientation</li> <li><input type="checkbox"/> Team Precepting Model w/focused preceptor training r/t residency objectives</li> <li><input type="checkbox"/> Guided online competency tools including real time completion w/reports to manager when competencies not met in expected timeline</li> <li><input type="checkbox"/> Mentor: online training tools</li> </ul>
Implementation & on-going support	<ul style="list-style-type: none"> <li><input type="checkbox"/> 1.5 day training for coordinator +1</li> <li><input type="checkbox"/> Onsite training by UHC staff</li> <li><input type="checkbox"/> Annual training session for Coordinator +1</li> <li><input type="checkbox"/> 24/7 availability + scheduled conf calls, list servers, phone consultation</li> <li><input type="checkbox"/> Periodic Web conferences for staff &amp; residents</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Versant team on site for development assistance</li> <li><input type="checkbox"/> On site visit every 2-3 weeks after implementation</li> <li><input type="checkbox"/> 2-3 site visits/year</li> <li><input type="checkbox"/> 24/7 availability</li> <li><input type="checkbox"/> Annual Conference</li> </ul>