

# Vizient/AACN Nurse Residency Program™

## Published Literature:

*Abstracts of published articles were obtained from the PubMed database available through the US National Library of Medicine. Articles are listed in chronological order according to most recent publication date.*

### **Journal for Nurses in Professional Development Special Feature- Ask an Expert Jan/Feb 2016.**

**Kim McPhee, MS, RN-BC.** This article chronicles the professional journey of a Nurse Residency Coordinator. It discusses the authors experiences with working with new graduate nurses, as well as her work as an evaluator for program accreditation for the Commission on Collegiate Nursing Education (CCNE).

### **Rosenfeld, P., Glassman, K., Capobianco, E. Evaluating the Short- and Long-term Outcomes of a Post-BSN Residency Program: Findings of a Retrospective Study of Nurse Residents, 2005-2012. *J Nurs Admin* 2015; June, 45(6), 331-338. Copyright © 2015 Wolters Kluwer Health, Inc. All rights reserved.**

This retrospective study evaluates short and long-term outcomes of the nurse residency program (NRP) at NYU Langone Medical Center from the perspective of former residents.

### **Goode, C. J., Lynn, M. R., McElroy, D., Bednash, G. D., & Murray, B. Lessons Learned From 10 Years of Research on a Post-Baccalaureate Nurse Residency Program. *J Nurs Admin*, 2013; Feb. 43(2), 73 – 79.**

The aim of this study was to examine outcomes from 10 years of research on a post-baccalaureate new graduate nurse residency program and to report lessons learned. Retention rates for new graduates in the residency increased considerably in the participating hospitals. Residents' perceptions of their ability to organize and prioritize their work, communicate, and provide clinical leadership showed statistically significant increases over the 1-year program.

### **Setter R., Walker M, Connelly LM, Petterman, T. Nurse Residency Graduates' Commitment to Their First Positions. *J of Nurse Staff Dev*. 2011;Mar-Apr;27(2):58-64.**

Between 27% and 53% of new graduates change jobs during the first year of work. One program to address this issue is a national nurse residency program, in which the University of Kansas Hospital has enrolled new graduates since 2003. The purpose of this study was to examine the relationships among job satisfaction, reasons for staying, and satisfaction with the nurse residency program to job commitment and retention of nurses who completed the program.

### **Maxwell, K. The Implementation of the UHC/AACN New Graduate Nurse Residency Program in a Community Hospital. *Nursing Clinics of North America*. 2011; Mar;46(1):27-33. Epub 2010 Dec 3.**

St Joseph's Hospital has improved the retention of new graduate nurses from approximately 40% to 100% with the addition of the Vizient /AACN Residency Program alongside other system changes. Data are being monitored at St Joseph's and on a national level through this multisite collaborative aimed at improving patient care and increasing nurse retention.

**Goode CJ, Lynn MR, Krsek C, Bednash GD. Nurse residency programs: an essential requirement for nursing. *Nurs Econ.* 2009;27(3):142-147, 159.**

The number of new graduates who will be needed to fill positions in our acute-care hospitals is astounding. The hiring and precepting of this many inexperienced nurses will severely tax hospital resources. . . . A residency program is essential for new graduates. The Centers for Medicare & Medicaid Services must step to the plate and support accredited nurse residency programs with pass-through dollars.

**Fink R, Krugman M, Casey K, Goode C. The graduate nurse experience: qualitative residency program outcomes. *J Nurs Adm.* 2008;38(7-8):341-348.**

The authors report outcomes from a study that evaluated qualitative responses to the Casey-Fink Graduate Nurse Experience Survey administered to graduate nurse residents in the [UHC/AACN] program at 12 academic hospital sites.

**Pine R, Tart K. Return on investment: benefits and challenges of a baccalaureate nurse residency program. *Nurs Econ.* 2007;25(1):13-18, 39, 3.**

The Methodist Hospital, Houston, Tex, partnered with an academic institution and [UHC] to apply an implementation strategy where graduate nurses participate in a yearlong residency program. The residents attended monthly sessions that addressed pertinent needs of the group. During this 1-year period turnover decreased from 50% to 13% and return on investment was [884%].

**Williams CA, Goode CJ, Krsek C, Bednash GD, Lynn MR. Postbaccalaureate nurse residency 1-year outcomes. *J Nurs Adm.* 2007;37(7-8):357-365.**

The authors document the 1-year outcomes of the postbaccalaureate residency program jointly developed and implemented by [UHC and AACN]. Data on 2 cohorts of residents (N = 679) in 12 sites across the country are presented.

**Altier ME, Krsek CA. Effects of a 1-year residency program on job satisfaction and retention of new graduate nurses. *J Nurses Staff Dev.* 2006;22(2):70-77.**

Six university hospitals pilot tested a residency program to ease new graduate transition into practice. The purpose of this study was to ascertain if a yearlong program results in increased levels of satisfaction and retention of new graduates.

**Krugman M, Bretschneider J, Horn PB, Krsek CA, Moutafis RA, Smith MO. The national post-baccalaureate graduate nurse residency program: a model for excellence in transition to practice. *J Nurses Staff Dev.* 2006;22(4):196-205.**

A partnership between Vizient [chief nursing officers] and the American Association of Colleges of Nursing (AACN) established a national postbaccalaureate graduate nurse residency program. The structure, curriculum, and outcomes measures were developed and the program was implemented, with growth from 6 original pilot sites to 34 academic hospitals. Outcomes from the first year of program operation at these 6 sites show a high rate of retention, decreased stress by graduate nurses over time, improved organization and prioritization of care, and increased satisfaction in the first year of practice.

**Goode CJ, Williams CA. Post-baccalaureate nurse residency program. *J Nurs Adm.* 2004;34(2):71-77.**

The authors discuss the research related to new graduate preparation, identify the need for a standardized accredited national residency program, and describe a demonstration project under way in academic health centers.

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