

Welcome to the Nurse Residency Program at Saint Alphonus Regional Medical Center

Saint Alphonus Regional Medical Center is excited to offer all new graduate nurses the opportunity to participate in a yearlong residency program. We include all new BSN-prepared registered nurse graduates with less than 1 year of experience as well as any ADN-prepared registered nurse graduates that are currently enrolled in an RN-BSN program. Leadership along with an interdisciplinary Advisory Board has worked diligently to tailor the UHC/AACN Nurse Residency Program to meet the needs of new graduates and the organization as a whole.

What is the UHC/AACN Nurse Residency Program™?

Since 2002, the UHC/AACN Nurse Residency Program™ (NRP) has provided health care organizations with a transition-to-practice program for new graduate nurses. This transition to competent nursing practice is supported by an evidence-based curriculum that is customized to reflect the values and mission of Saint Alphonus Regional Medical Center, access to content experts, and participation in an evidence-based practice (EBP) project. With well-published outcomes, the NRP sets the standard for residency programs in the 2010 Institute of Medicine report *The Future of Nursing: Leading Change, Advancing Health*.

What are some of the positive benefits of participating in a nurse residency program?

- Increases your confidence and competence
- Increases your ability to prioritize and organize
- Helps to promote a greater satisfaction with nursing
- Immerses you in evidenced-based practice
- Provides a safe, non-threatening environment to discuss issues

What is the structure of the NRP Program?

- Starts after most of your clinical orientation is complete
- Evidenced-based core curriculum is delivered in monthly 4 hour seminars
- Seminar includes “Tales from the bedside”, content and a facilitator led discussion in small groups
- Residents are split into their service-lines for work on their evidenced-based projects
- Content is provided by experts in the following areas: Professional development, ethical care, palliative and end-of-life care, management of a changing patient condition, effective communication, conflict resolution, cultural considerations, quality outcomes, stress management, self-care and patient family education
- Facilitators guide monthly discussions, work with nurse residents to identify learning needs, serve as experienced nurse experts, and guide the residents’ evidence-based project efforts.
- Final projects will be presented at a closing ceremony and the best posters abstract will be submitted to the VA Research symposium

What are the expectations of residents?

- Attend 100% of residency seminars and learning activities
- Actively participate in residency seminars
- Communicate with resident facilitators on a regular basis
- Promote a culture of evidence-based practice by completing an evidence-based practice clinical project



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