

2015
Arkansas Registered Nurse
Transition/ Residency
Program Toolkit



Arkansas Action Coalition

Registered Nurse Residency Toolkit

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Arkansas Action Coalition

Introduction

The landmark report by the Institute of Medicine (IOM), *The Future of Nursing: Leading Change, Advancing Health*, recommends that “health care organizations should take actions to support nurses’ completion of a transition-to-practice program after they have completed a pre-licensure or advanced practice degree program or when they are transitioning into new clinical practice areas.”

Indeed, transition-to-practice programs, more commonly referred to as nurse residency programs, have proved beneficial to all involved: health care organizations, nurse residents, and the patients. The health care organizations that have residency programs have shown decreased turnover rate with their new hires, increased retention, and improved nurse confidence, satisfaction, and engagement. Nurse residents feel better prepared to take care of their patient population, and feel more loyalty because they know the organizations have invested in them. Patients benefit because there is improvement in patient outcomes and safety.

In 2015, the Arkansas Action Coalition (AR AC) sent an electronic survey to the chief nursing officers of 117 Arkansas hospitals affiliated with the Arkansas Hospital Association as a follow up to its 2013 survey. The survey included questions developed by the AR AC Education Pillar members about the existence and structure of hospital-based new graduate nurse residency programs. Phone interviews were conducted for hospitals were known to have a new graduate nurse residency program that did not complete the online survey. The University of Arkansas for Medical Sciences Institutional Review Board deemed the study exempt from full review. The Robert Wood Johnson Foundation approved the survey for distribution, as required by the AR AC’s State Implementation grant.

This toolkit is the result of the survey, which has allowed the AR AC to compile information on Arkansas’ nurse residency programs. The toolkit can also be found on the AR AC website: <http://campaignforaction.org/state/arkansas>.

Whether your healthcare organization is interested in starting a nurse residency program or already has one established and you want more information about what other organizations are doing in the state, this website is for you. There are helpful articles on nurse residencies listed to serve as useful references as well.

The Commission on Collegiate Nurse Education (CCNE) offers *Standards of Accreditation of Post-Baccalaureate Nurse Residency Programs*. <http://www.aacn.nche.edu/ccne-accreditation/resstandards08.pdf> This document offers information on attaining this accreditation and honor. The Coalition encourages your organization to explore this option further.

About This Toolkit

This toolkit includes information regarding nurse residency programs in the state and contact information of those coordinators of the nurse residency programs, and lists of articles, books, and websites that can be utilized as references.

Nurse residency programs are gaining popularity as organizations seek to fulfill the goals set forth by the landmark IOM report. The Arkansas Action Coalition is pleased to make this information on new graduate nurse residency programs available to you.

If you have knowledge of an existing residency program or one that may be forming in Arkansas that needs to be added to this toolkit, please contact aractioncoalition@gmail.com.

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Arkansas 2015 Survey Results

- A 19 question survey was sent to 117 Arkansas Hospital Association (AHA) members through the AHA database. Thirteen (13) surveys were returned for a 7 percent response rate.
- Findings:
 - 9 hospitals reported having a New Graduate RN Nurse Residency Program.
 - Length of program ranged from eight weeks to 12 months.
 - 8 out of 9 hospitals indicated that a BSN was not required to be eligible for the program.
 - 3 out of 9 hospitals had an academic partner.
 - 1 out of 9 hospitals reported being in the process of becoming accredited by CCNE.
 - 8 of the residency programs had a dedicated coordinator, ranging from 2 – 40 hours of protected time per week.
 - Percent of time with residents spent in core curriculum: 5 to 50 percent.
 - Percent of time with residents spent with preceptor: 50 to 95 percent.
 - 8 out of the 13 hospitals surveyed reported a preceptor program. One hospital reported that they are in the process of creating one.

Common Residency Program Topics ***

- a. Leadership
- b. Conflict management
- c. Fall prevention
- d. Professional role
- e. Stress management
- f. Evidence-based practice
- g. Response to emergencies
- h. Delegation
- i. Infection control
- j. Skills validation on equipment
- k. Blood administration
- l. Communication
- m. Patient/Family centered care
- n. Teamwork
- o. Medication administration
- p. Patient advocacy
- q. Pain management
- r. Role transition
- s. Patient education
- t. Nurse sensitive indicators
- u. Culturally competent care
- v. Career planning

***70 percent or more of the programs included this as an answer

Comparison of Past Data

2013	2015
A 16 question "Survey Monkey" sent to 102 AHA members	A 19 question "Survey Monkey" sent to 117 AHA members
There was a 17 percent response rate	There was a 7 percent response rate
Six hospitals reported having a New Graduate RN Nurse Residency Program	Nine hospitals reported having a New Graduate RN Nurse Residency Program
Length of program ranged from 12 weeks to 12 months	Length of program ranged from eight weeks to 12 months
5 out of 6 hospitals indicated that BSN was not required to be eligible for the program	8 out of 9 hospitals indicated that a BSN was not required to be eligible for the program
1 of 6 hospitals had an academic partner	3 out of 9 hospitals had an academic partner
All programs had a dedicated coordinator	Eight residency programs had a dedicated coordinator, ranging from 2 – 40 hours of protected time per week
All hospitals reported having a preceptor program	Seven hospitals reported having a preceptor program
Preceptor eligibility requirements included : <ul style="list-style-type: none"> • Clinical competence • Willingness to precept • Commitment to profession • Recommendation from manager • Satisfactory job performance • High standards of care and practice • Effective educator 	Preceptor eligibility requirements included : *** <ul style="list-style-type: none"> • Clinical competence • Willingness to precept • Recommendation by manager • Satisfactory job performance • High standards of care and practice • Effective preceptor
Variation was seen as to when staff assume role of preceptor: <ul style="list-style-type: none"> • One year of practice (50 percent) • Two years of practice (50 percent) • One year employed at the facility (25percent) • Two years employed at the facility (75 percent) 	Variation was seen as to when staff assume role of preceptor: <ul style="list-style-type: none"> • One year of practice (67 percent) • Two years of practice (22 percent) • One year employed at the facility (44 percent) • Two years employed at the facility (33 percent)

***70 percent or more of the programs include the following

Contact Information

Organizations with New Graduate Residency Programs in Arkansas 2015

Health Care Organization	Contact Name	Email Address
Arkansas Children's Hospital	Julie Bane	baneja@archildren.org
Baptist Health Medical Center	Christle Shavers	christle.shavers@baptist-health.org
Baxter Regional	Wynne Woodard	wwoodard@baxterregional.org
Catholic Health Initiative St Vincent's	Jan Brandeburg	jbrandeburg@stvincenthealth.com
Central Arkansas Veterans Healthcare System	Taryn Bailey	taryn.bailey@va.gov
Conway Regional Health Systems	Rae Rhodes	rae.rhodes@conwayregional.org
Mercy Hospital Fort Smith	Jaime Tran	jaimetr@mercy.net
North Arkansas Regional Medical Center	Koby Lee or Becky McNulty	koby.lee@narmc.com
Unity Health	Rhonda Davis	rhonda.davis@wcmc.org

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Accreditation Procedures for Post-Baccalaureate Nurse Residency Programs-Board Approved April 2009: <http://www.aacn.nche.edu/ccne-accreditation/ProceduresResidency.pdf>

Preparing for an On-Site Evaluation (Program Resources): <http://www.aacn.nche.edu/ccne-accreditation/standards-procedures-resources/nurse-residency>

Submitting a Substantive Change Notification: <http://www.aacn.nche.edu/ccne-accreditation/standards-procedures-resources/nurse-residency/change-notification>

The Essentials of Baccalaureate Education for Professional Nursing Practice (AACN, 1998): <http://www.aacn.nche.edu/ccne-accreditation/BSNEssentials1998.pdf>

National Council of State Boards of Nursing: <https://www.ncsbn.org/index.htm>

Commercial RN Residency Program Vendors

University Healthcare Consortium: an alliance of the nation's leading nonprofit academic medical centers and their affiliated hospitals. <https://www.uhc.edu/what-we-do/education-events/nurse-residency-program>

Versant: a corporation formed by Children's Hospital Los Angeles, whose mission and vision is transforming professional nursing organizations. <https://versant.org/professional-services/versant-new-graduate-rn-residency.html>

AACN/UHC Nurse Residency Program: <http://www.aacn.nche.edu/education-resources/nurse-residency-program>