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

Saint Alphonsus 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 Alphonsus 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
• Immerse 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