

Eastern Maine Medical Center Nurse Residency Program



Welcome to the Nurse Residency Program at EMMC! This exciting program, developed by Vizient (formerly UHC) and the American Association of Colleges of Nursing (AACN), is an evidence-based, 12-month program aimed at assisting the new graduate nurse in the transition from academics to practice; to help facilitate the development of critical thinking, decision-making, clinical leadership, and clinical skills to become a successful partner in the healthcare team. The program is used by over 200 hospitals nationwide, including notable hospitals such as Georgetown University Hospital, Yale-New Haven Hospital, Emory University Hospital, Memorial Sloan Kettering, Vanderbilt University Hospital, St. Jude Children's Research Hospital, Duke University Hospital, and Dartmouth-Hitchcock.

At the end of the program, you, nurse resident will:

- Make the transition from advanced beginner to competent professional nurse in the clinical setting
- Develop effective clinical decision-making skills
- Provide clinical nursing leadership at the point of care
- Strengthen your commitment to nursing as a profession
- Incorporate evidence-based outcomes into clinical practice

PROGRAM INFORMATION

The EMMC Nurse Residency Program consists of a 4- hour workshop once a month, an evidence-based practice project, and additional simulation sessions throughout the year at the Husson University Simulation Lab. The monthly workshops include a seminar topic focused around one of three program components: Leadership, Patient Outcomes, and Professional Role. Workshops also include facilitated small group discussion and debriefing. This allows residents an opportunity to discuss the clinical application of the seminar topic as it relates to their own experiences to gain support, insight, and confidence in practice.

Workshops are **mandatory for all new graduates** and are scheduled in addition to weekly clinical shifts. Topics covered in the workshops are listed below and are subject to change:

- **Month 1-** Stress Management and Self-Care
- **Month 2-** Patient Care Coordination/Patient Care Delivery/Resource Management and Delegation
- **Month 3-** Fall Prevention/Infection Prevention and Control
- **Month 4-** Medication Administration/Pain Management
- **Month 5-** Management of the Changing Patient Condition
- **Month 6-** Evidence-Based Practice
- **Month 7-** Conflict Resolution/Stress Management and Self-Care (re-visited)
- **Month 8-** Skin Integrity and Wound Management

- **Month 9-** End of Life Care and Ethical Decision-Making
- **Month 10-** Cultural Competence/Patient and Family Teaching
- **Month 11-** Professional Development/Goal Setting
- **Month 12-** Presentation of Final Projects and Graduation

JOURNALS AND EVIDENCE-BASED PROJECT

Residents are provided with a journal as an opportunity to write about meaningful clinical or professional experiences to help guide small-group workshop discussions. Other self-assessment or clinical narrative activities may also be assigned as tools for self-reflection and growth.

Residents will complete an evidence-based practice (EBP) project with an assigned small group. A list of potential topics will be provided to help identify areas of need within EMMC, as well as education on the project development process. The goal is to plan and implement an EBP project that will positively impact nursing practice and patient care at EMMC.

EVALUATIONS AND DATA COLLECTION

Residents will complete evaluations at the start of the program, and again at 6 months, 12 months, 24 months, and 36 months. An e-mail with instructions will be sent to you when it is time to complete the surveys, which will all be done electronically **using your EMMC employee ID as your login**. Surveys are anonymous and are sent directly to Vizient. Eastern Maine Medical Center does not see any results until data collection is completed, and only then in aggregate form. It is vital to complete the surveys not only for program development, but we are able to measure critical data points such as retention and job satisfaction and compare against national benchmarks. **Currently, hospitals participating in the Vizient/AACN Nurse Residency Program have an aggregate turnover rate of first-year nurses of 5.6%, compared to the national average of 27.1%.**

Continuing Nursing Education (CNE) contact hours will be provided. Evaluations must be submitted at the end of each workshop to receive credits.

NRP MEETING PLACE

NRP Meeting Place is a website developed specifically for residents enrolled in the Vizient/AACN Nurse Residency Program nationwide. It provides a platform to connect with other residents as well as access information regarding current issues in nursing practice. Information is provided in your welcome packet on how to access this resource.

SUPPORT

Each resident will be assigned to a small group, called a pod, with whom you will remain for the duration of the program. This pod will be led by a nurse facilitator who will serve as a mentor for the pod. This leader, along with your peers, will be a source of support and guidance throughout the program.

Should you have questions or concerns along the way that require special attention, you can also contact the Residency Coordinator, Clinical Education Manager, or Director of Professional Practice at any time (contact information below).

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