

# Nurse Residency Programs: Partnerships Between Healthcare Organizations and Schools of Nursing

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# Partnerships

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## VA Nursing Academy Partnerships

Grant-funded (15 sites) 2007-2012 (59M)

<http://www.va.gov/oaa/vana/partners.asp>

Academic: “Free” faculty (up to 10)

VA: Increase clinical experiences at the VA (recruitment) & special projects by EXPERT faculty

Intent: True partnerships, integration between SON & VA

Providence VAMC & Rhode Island College, School of Nursing

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# New Graduate Transitional Challenges

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## Organizational Expectations:

“Independent”

Analyze patient data and make “correct” decisions

Participate in quality improvement activities

Strong communication skills with interprofessionals/patients

Provide safe, cost-effective care



\*Stats on attrition of new grad who leave year 1, year 2

\*Associated costs of one new grad

These findings beg several questions:

1. Are we preparing new graduates to succeed as new RNs?
  2. Do traditional preceptor programs work?
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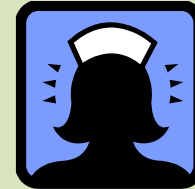


# Academic Responses to Improve New Graduate Transition

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QSEN

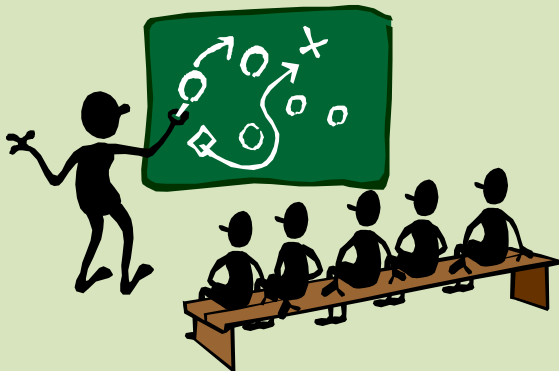
BSN Essentials



Transition/Senior Capstone Courses

Increased Clinical Opportunities

Increase use of Simulation



# Organizational Response to Improve Transition

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## RN-Residency Programs

### Historical Perspectives:

- \*First Residency
- \*How many are currently accredited?
- \*6-12 months in length
- \*Goals: Ongoing education & support for the new graduate

### Accreditation (CCNE):

#### IV Standards:

- I. Program Quality (Program Faculty Expertise)
- II. Institutional Commitment & Resource (**Academic Nursing Program Partnerships Required**)
- III. Curriculum (Program Content) **Resident MUST complete a EBP project**
- IV. Program Effectiveness (Evaluation)

**\*\*\*\*\*Academic Partnerships Influence ALL IV Standards\*\*\*\*\***

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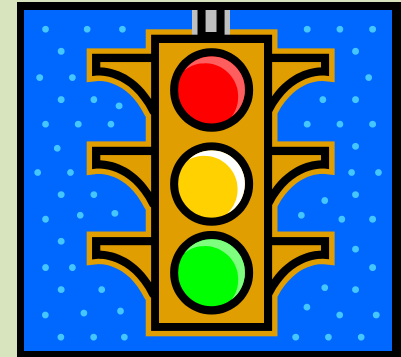


# Academic Partnerships

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**School of Nursing Faculty are intergraded into the Residency Program:**

- Teaching content
- Project mentors
- Simulation
- Accreditation process & addressing all standards



Key Considerations for SON:

Pros:

Scholarly activity (grant & publication opportunities)

Fostering Partnerships (access to front-line realities)

Cons:

Not one faculty but a “team” of faculty (Typically “in-kind”)

Collaboration requires time commitments (↑ workload)

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# VHA-Office of Nursing Service



## RN Residency

### 1-year Residency Pilot Program

#### VHA Directive 2011-039

- ❑ Transition to Practice Program for ALL levels of RNs with <1 year experience within VHA
- ❑ Pre-Established Curriculum
- ❑ Pre-Established Evaluation Criteria
- ❑ CCNE accreditation optional

## Call for Proposals

RFP: Fall-2011

Submission: Jan-2012

Announcements: April-2012

#### Requirements:

- ❑ Max of 6 funded Residents
- ❑ 55,000.00 + benefits
- ❑ Academic affiliation
- ❑ Accreditation (CCNE)
- ❑ Medical model
- ❑ Supervision: Residency Director(s)

# Partnership Implications

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## Organizational

- ▶ Expert consultation
- ▶ Mentorship
- ▶ Facilitation

## Residency Questions:

Impact on transition?

Influence on advanced training?

Residency model?

Longitudinal outcomes?

## Academics

- ▶ Development of new partnerships
- ▶ Research opportunities
- ▶ Access to practice trends
- ▶ Curricular considerations





# QSEN Considerations

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## Preparing Students for Practice-K-S-A

Does the traditional 4-year BSN program NOW become a 5-year program?



QSEN KSA..... 5 vs. 4 years to accomplish? Is it better to learn KSA at the organization or in the SON classroom?

## 2-Years of Experiences: Lessons Learned

### PVAMC Residency

- ▶ ? Competency at hire, requires significant time to “re-educate” the basics
- ▶ Project Implementation requires **significant** facilitation & support, minimal to no QI/EBP skills



# Questions?

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