In the Literature: UHC/AACN Nurse Residency Program™

Abstracts of published articles were obtained from the PubMed database available through the US National Library of Medicine. Articles are listed in chronological order.

The authors discuss the research related to new graduate preparation, identify the need for a standardized accredited national residency program, and describe a demonstration project under way in academic health centers.

Six university hospitals pilot tested a residency program to ease new graduate transition into practice. The purpose of this study was to ascertain if a yearlong program results in increased levels of satisfaction and retention of new graduates.

A partnership between the UHC [chief nursing officers] and the American Association of Colleges of Nursing (AACN) established a national postbaccalaureate graduate nurse residency program. The structure, curriculum, and outcomes measures were developed and the program was implemented, with growth from 6 original pilot sites to 34 academic hospitals. Outcomes from the first year of program operation at these 6 sites show a high rate of retention, decreased stress by graduate nurses over time, improved organization and prioritization of care, and increased satisfaction in the first year of practice.

The Methodist Hospital, Houston, Tex, partnered with an academic institution and [UHC] to apply an implementation strategy where graduate nurses participate in a yearlong residency program. The residents attended monthly sessions that addressed pertinent needs of the group. During this 1-year period turnover decreased from 50% to 13% and return on investment was [884%].

The authors document the 1-year outcomes of the postbaccalaureate residency program jointly developed and implemented by [UHC and AACN]. Data on 2 cohorts of residents (N = 679) in 12 sites across the country are presented.

The authors report outcomes from a study that evaluated qualitative responses to the Casey-Fink Graduate Nurse Experience Survey administered to graduate nurse residents in the [UHC/AACN] program at 12 academic hospital sites.

The number of new graduates who will be needed to fill positions in our acute-care hospitals is astounding. The hiring and precepting of this many inexperienced nurses will severely tax hospital resources. . . . A residency program is essential for new graduates. The Centers for Medicare & Medicaid Services must step to the plate and support accredited nurse residency programs with pass-through dollars.

For program information, e-mail NRPinfo@uhc.edu or call (630) 645-8164.