

Report of the Vizient/AACN Nurse Residency Program March 2016

This report addresses the activities and progress of the Vizient/AACN Nurse Residency Program (NRP) since October 2015. Highlights include: 1) Merger with VHA Inc.; 2) NRP strategic planning; 3) 2016 Annual Outcomes Meeting and 4) Accreditation of nurse residency programs.

Merger with VHA Inc.

VHA Inc., the national healthcare network, and the University Healthsystem Consortium announced an agreement to combine into a single organization that will be the largest member-owned healthcare company in the country. VHA and UHC's combined breadth and depth of data and analytics will provide members unparalleled insight into improving the quality and total cost of care. The combined organization will offer superior access to leading practices, networking and knowledge sharing among its membership.

Since the merger, the company has been renamed as **Vizient**. Deb Trautman and Kathy McGuinn had a face-to-face meeting with Vizient senior leadership on January 28, 2016 to discuss the merger and other Vizient initiatives. Cobranding of the nurse residency program will continue, and the new name will be the Vizient/AACN Nurse Residency Program. Deb McElroy, UHC's prior liaison with the NRP, has been promoted to Associate Vice President for Nursing Leadership. Jayne Willingham is now a Senior Director of Nursing Leadership and has oversight of the Nurse Residency Program. Jane McCarthy, another Senior Director of Nursing Leadership, oversees The Center for Provider Practices (CAP2) and the UHC Nursing Quality Data Base.

Some of the outcomes of this meeting were: 1) AACN will update its website to reflect the new Vizient logo and information; 2) Vizient and AACN will work on messaging for the NRP by creating a vision statement; and 3) AACN and Vizient will work on increasing NRP conference programming and webinars.

NRP Strategic Planning

The next strategic planning committee will be held in June 2016. Deb Trautman and Kathy McGuinn are planning to attend.

NRP strategic planning initiatives include:

- Planning for an interprofessional residency program. The successful structure of the NRP could be adapted for medical residents in order to develop an interprofessional residency program. Quality measures for team performance need to be developed.
- Discussion of UNC/RWJF study on the ROI of Nurse Residency Programs.
- Development of an executive leadership program.
- NRP moved out of the research and IRB process and is moving towards a benchmarking emphasis on quality outcomes approach. This change should result in an increased response rate for resident survey participation at the beginning, middle, and end of the residency program.

- Expansion of the evaluation process of the NRP to include nurse managers' and chief nursing officers' feedback on the NRP. Preliminary results show a very positive response.
- Implementation of two new survey tools: The Nurse Resident Progression Survey and the The Post-Nurse Residency Survey – both of which will be proprietary to the program.

Annual Outcomes Meeting

The March 2016 Annual Outcomes Meeting was held in Bonita Springs, Florida from March 14-17. On the afternoon of Tuesday, March 15, Dr. Mary Lynn, PhD, Professor, University of North Carolina at Chapel Hill School of Nursing, presented the Report of 2015 NRP Outcomes and Study Assessments. Currently, there are approximately 232 residency sites in 36 states (See <http://www.aacn.nche.edu/education-resources/nurse-residency-program> for a complete listing of the residency sites).

Accreditation of Nurse Residency Programs

CCNE currently accredits 18 residency programs and has 9 new applicant programs. Of the new applicants, four hosted on-site evaluations in Fall 2015 and will be considered by the CCNE Board of Commissioners in May 2016. Three will host on-site evaluations in Spring 2016 and will be considered by the CCNE Board in Fall 2016.

The revised CCNE *Standards for Accreditation of Entry-to-Practice Nurse Residency Programs* (2015) will be effective as of July 1, 2016. Educational programming has been offered to familiarize constituent programs with the revisions to the standards. Importantly, the revised *Standards* expand CCNE's scope of accreditation to include residency programs for all entry-to-practice new nurses (previously post-baccalaureate new nurses only) and residency programs in all care settings (previously acute care only).