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MEMORANDUM

December 16, 2025

To: Chief Executive Officers, Healthcare Institutions
Chief Nursing Officers, Healthcare Institutions
Chief Nurse Administrators, CCNE-Affiliated Baccalaureate & Graduate Nursing Programs
Nurse Residency Program Coordinators, Healthcare Institutions
CCNE On-Site Evaluators
Accrediting Agencies
Selected Federal Agencies
National Nursing Organizations
State Boards of Nursing
Other Interested Parties

From: Donna Glynn, PhD, RN, APN, Chair
CCNE Entry-to-Practice Nurse Residency Program Standards Committee

Re: Call for Comments on Proposed Revisions to CCNE Standards for Accreditation of Entry-to-Practice Nurse Residency Programs

The Commission on Collegiate Nursing Education (CCNE), a nationally recognized accrediting agency for entry-to-practice nurse residency programs, has recently undertaken a comprehensive review of its *Standards for Accreditation of Entry-to-Practice Nurse Residency Programs* (2021). To conduct this work, the CCNE Board of Commissioners appointed an [Entry-to-Practice Nurse Residency Program Standards Committee](#) to review the current standards and to solicit feedback from CCNE's communities of interest.

Over the past year, the CCNE Entry-to-Practice Nurse Residency Program Standards Committee and CCNE Board of Commissioners have reviewed the 2021 *Standards* and feedback provided by hospital and nurse residency program administrators, baccalaureate and graduate program administrators, faculty, practitioners, agency representatives, employers, residents, students, and others with an interest in the preparation of competent nurses. CCNE is now releasing proposed revisions to the *Standards for Accreditation of Entry-to-Practice Nurse Residency Programs* for public comment.

The most substantive proposed changes are as follows.

Introduction

- The introductory section has been updated to provide consistency across CCNE documents.

Restructuring Standards I and II

- Standard I, previously focusing on Program Delivery, is restructured to focus on Mission and Foundation. As a result, some content has been moved from Standard II to Standard I (see the standard statement itself as well as proposed Key Elements I-B, I-E, and I-F).
- Standard II continues to focus on Institutional Commitment and Resources, though some content has been moved from Standard I to Standard II (see the

standard statement itself as well as proposed Key Elements II-G, II-H, and II-I).

Standard I

- Elaboration statements have been added to selected key elements.
- With some content moved from Standard II to Standard I, the key elements have been reordered.
- Expectations regarding a program's decision to publicly disclose its CCNE accreditation have been clarified, aligning with requirements in the CCNE *Procedures for Accreditation of Entry-to-Practice Nurse Residency Programs* (2021) (p. 16).
- The Supporting Documentation for Standard I has been updated.

Standard II

- Elaboration statements have been added to selected key elements.
- With some content moved from Standard I to Standard II, the key elements have been reordered.
- Key elements addressing the chief nursing officer/chief nurse executive of the healthcare organization have been combined into a single key element and elaboration statement.
- Key elements addressing the chief nurse administrator of the academic nursing program have been combined into a single key element and elaboration statement.
- The Supporting Documentation for Standard II has been updated.

Standard III

- In each key element, content has been added to include expectations related to teaching-learning practices.
- In Key Element III-A, content related to cultural sensitivity, diversity, equity, and inclusion has been updated to focus on access and engagement.
- Content from Key Element III-A regarding patient and family satisfaction data and nurse sensitive quality indicators has been moved to Key Element III-B.
- In Key Element III-C, content has been added regarding compliance with the healthcare organization's policies on artificial intelligence, use of healthcare technologies and informatics to optimize learning and practice, and use of technology for exchange of information and collaboration with patients and healthcare teams.
- Content in Key Element III-E has been reordered for better flow.
- The Supporting Documentation for Standard III has been updated.

Standard IV

- Elaboration statements have been added to selected key elements.
- The elaboration statement to Key Element IV-B, which addresses program completion rates, establishes an expected level of achievement for programs to attain. This provides clarity to programs about CCNE's expectations. The elaboration statement additionally provides flexibility by identifying four different ways programs may demonstrate attainment of that expected level of achievement and identifying reasons programs may exclude residents from the data to meet CCNE's expectation.
- The elaboration statement to Key Element IV-C, which addresses resident retention rates, establishes an expected level of achievement for programs to attain. This provides clarity to programs about CCNE's expectations. The elaboration statement additionally provides flexibility by identifying four different ways programs may demonstrate attainment of that expected level of achievement and identifying reasons programs may exclude residents from the data to meet CCNE's expectation.
- Whereas in the 2021 *Standards*, Key Element IV-D addresses program satisfaction of both residents and other stakeholders, in the proposed revisions, this has been split into two key elements: one addressing program satisfaction of residents (Key Element IV-D) and another addressing program satisfaction of stakeholders other than residents (Key Element IV-E).
- A new key element (IV-G) addresses aggregate assessment of residents' attainment of expected participant outcomes.
- Key elements have been reordered for better flow.
- The Supporting Documentation for Standard IV has been updated.

Glossary

- The Glossary has been updated to define Community of Interest, Formal Complaint, and Teaching-Learning Practices, and these definitions align with definitions in other CCNE documents.
- The definition of Subject Matter Expert has been updated to include expectations for educational and experiential preparation.
- As the phrase Cultural Competence is not used in either the 2021 *Standards* or the proposed revisions, the definition has been removed. Content related to person-centered care, including access for all, engagement with patients and families, and social determinants of health, is found in Key Element III-A.

At this time, CCNE is requesting feedback from its constituents about the proposed Standards for accreditation of employee-based and federally funded traineeship entry-to-practice nurse residency programs nationally.

The proposed Standards (both a [clean version](#) and a [tracked version](#) showing all proposed revisions to CCNE's 2021 *Standards*) can be accessed on the CCNE website.

Comments may be submitted via:

- an online survey at <https://fs9.formsite.com/ccne/lhibkzln cz/index> (this survey will take approximately 30-40 minutes to complete); and/or
- email at ccnestandards@ccneaccreditation.org.

Comments on the proposed Standards must be received by no later than January 25, 2026.

On January 7, 2026, CCNE is hosting an informational [webinar](#) to present the proposed *Standards*. Registration is free, and more information can be found [here](#). While not required, it is strongly recommended that you participate in this webinar *before* submitting comments to CCNE.

Comments may be directed at the standards in their entirety and/or at any individual standard or key element. Please be specific in offering your comments, including specific language you would like to see incorporated, deleted, or amended, along with the rationale.

Final approval of the accreditation standards rests with the CCNE Board of Commissioners. The membership of the Board is accessible on the CCNE [website](#).

The CCNE Entry-to-Practice Nurse Residency Program Standards Committee looks forward to seeing you at the January 7 webinar and considering your comments as part of the revision process. If you have any questions about the standards revision process, please contact Mr. Benjamin Murray, CCNE Deputy Executive Director, at 202-887-6791 x275 or bmurray@ccneaccreditation.org.

Thank you.

