

# Vizient/AACN Nurse Residency Program

## Publications on the Vizient/AACN Nurse Residency Program™ are listed chronologically

**Djukic, M., Padhye, N., Ke, Z., Yu, E., McVey, C., Manuel, W., Short, Y., Pine, R., & Caligone, S. (2023).** Associations Between the COVID-19 Pandemic and New Nurses' Transition to Practice Outcomes: A Multi-site, Longitudinal Study. *Journal of nursing regulation*, *14*(1), 42–49. [https://doi.org/10.1016/S2155-8256\(23\)00067-4](https://doi.org/10.1016/S2155-8256(23)00067-4)

- The purpose of the publication is to examine the differences across several standardized transition to practice measures in multiple cohorts of new nurses across 13 hospitals in Southeast Texas who participated in the Vizient/AACN (American Association of Colleges of Nursing) Nurse Residency Program (NRP) before and during the pandemic.

**Cadmus, E., & Roberts, M. L. (2022).** First year outcomes: Program evaluation of a statewide nurse residency program. *The Journal of nursing administration*, *52*(12), 672–678. <https://doi.org/10.1097/NNA.0000000000001230>

- In New Jersey, a statewide nurse residency program was implemented using an apprenticeship model. First year program outcomes demonstrated a 90% retention of new graduates and financial benefits for organizations participating in the statewide nurse residency program.

**Nye, C. (2022).** Who is your “We”: Diversity, equity, and inclusion and newly licensed nurses. *Journal for Nurses in Professional Development*, *38*(6), 363-366. <https://doi.org/10.1097/NND.0000000000000938>

- This article explores diversity, equity and inclusion in nursing, offering opportunities and ideas that may help to make changes in your nursing professional development practice, transition to practice program, and organization, to better support newly licensed nurses.

**Warren, J. I., Zipp, J. S., Goodwin, J., & David-Sherman, E. (2022).** Overcoming the disruption of clinical nursing education: A statewide hospital-academic initiative. *Journal for Nurses in Professional Development*, *38*(4), 253–256. <https://doi.org/10.1097/nnd.0000000000000815>

- A statewide task force of faculty and hospital leaders developed the Transition to Nurse Residency Program to develop new nurses' skills and behaviors routinely learned during onsite clinical experiences. This article describes the program contents and shares its contents for use by nursing professional development practitioners.

**Healy, A., Luca, W., Gallagher, K. A., Angelia, A. J., Book, K. A., Smith, B. A., Renkema, A., Kempf, S. G., Giordano, N. A., Polomano, R., & Mastro, K. A. (2022).** An evaluation of traditional versus virtual nurse residency programs on new graduate nurses' perceptions of preparedness to provide safe patient care. *Journal for Nurses in Professional Development*, *38*(4), 233–241. <https://doi.org/10.1097/nnd.0000000000000909>

- Evaluating a traditional nurse residency program versus a virtual nurse residency program during the COVID-19 pandemic.

**Makic, M. B., Casey, K., Oman, K. S., & Fink, R. M. (2022). Developing the graduate nurse residency: An oral history with Dr. Colleen Goode and Dr. Mary Krugman. *The Journal of Continuing Education in Nursing*, 53(4), 171–177. <https://doi.org/10.3928/00220124-20220311-07>**

- Two key contributors to the development of the Vizient/AACN Nurse Residency Program™ discuss how the program came to be and the importance of nurse residency programs.

**Gallagher, K. A., & Kopp, E. (2022). Adaptable, flexible, resilient, and strong: A nurse residency transition during a global pandemic. *Journal for Nurses in Professional Development*, 38(1). <https://doi.org/10.1097/nnd.0000000000000788>**

- An organization's story about converting their nurse residency program from in person to virtual during a pandemic. The article discusses strategies used as well as a narrative from a nurse resident.

**Cadmus, E., Roberts, M. L., & Olson, E. (2021). Creating a statewide nurse residency: Using an apprenticeship model. *JONA: The Journal of Nursing Administration*, 51(11), 568–572. <https://doi.org/10.1097/anna.0000000000001065>**

- This article discussed New Jersey State using the U.S. Department of Labor apprenticeship model for a state collaborative nurse residency program.

**Black, C., Adams, V., Crawford, K., & Setter, R. (2021). Facilitator-in-training program: Transitioning bedside nurses to nurse residency leaders. *Journal for Nurses in Professional Development*, 37(4), 228–230. <https://doi.org/10.1097/nnd.0000000000000756>**

- The authors discuss a training program for Nurse Residency Program facilitators, which aids the facilitators in building skills to support newly licensed nurses in their transition to practice

**Gallagher, K. A. & Ricords, A. (2021). A statewide nurse residency model: Impacting the transition of newly licensed nurses. *Journal for Nurses in Professional Development*, 37(3), 165-167. <https://doi.org/10.1097/NND.0000000000000737>**

- This manuscript discusses how Pennsylvania developed a statewide Nurse Residency Program collaborative.

**Blackburn, B. N. (2021). Sensitive situations in a nurse residency program: Balancing confidentiality with meaningful solutions. *Journal for Nurses in Professional Development*, 37(3), 185–187. <https://doi.org/10.1097/nnd.0000000000000694>**

- An organization discusses an algorithm created to help support and handle sensitive situations that newly licensed nurses who are enrolled in a nurse residency program may experience.

**Davis, K., Warren, J., Nusbaum, S., Rhoades, J., Liss, D., Ricords, A., & Cadmus, E. (2021). Expanding nurse residency programs through regional and statewide collaborative partnerships. *Nurse Leader*, 19(5), 521–524. <https://doi.org/10.1016/j.mnl.2021.01.006>**

- This article discusses implementation of Nurse Residency Programs at a state and regional levels to assist new graduate RNs in successfully transitioning into the professional setting.

**Owings, C. R., & Gaskins, S. W. (2020). Evaluation of a community-based nurse residency. *Journal for Nurses in Professional Development*, 36(4), 185–190. <https://doi.org/10.1097/nnd.0000000000000646>**

- This article discusses outcomes seen at a community hospital with the Vizient/AACN Nurse Residency Program™.

**Moorer, A., & Kirkley, L. (2019). Nurse residency program expansion to ambulatory care areas. *Journal for Nurses in Professional Development*, 35(5), 286–288. <https://doi.org/10.1097/nnd.0000000000000568>**

- This article discusses how to expand a nurse residency program into the ambulatory setting.

**Kohler, J., & Dixon, J. (2019). Delivering leadership experiences for master's-prepared clinical nurses via a nurse residency program. *Journal for Nurses in Professional Development*, 35(4), 215–221. <https://doi.org/10.1097/nnd.0000000000000557>**

- A description of how an organization provided master level nurses the opportunity to gain leadership skills through engaging them in their Nurse Residency Program.

**Warren, J. I., Perkins, S., & Greene, M. A. (2018). Advancing new nurse graduate education through implementation of statewide, standardized nurse residency programs. *Journal of Nursing Regulation*, 8(4), 14–21. [https://doi.org/10.1016/s2155-8256\(17\)30177-1](https://doi.org/10.1016/s2155-8256(17)30177-1)**

- This article describes the implementation of a statewide Nurse Residency Program Model and formation of the Maryland Nurse Residency Collaborative. Maryland experienced \$17.6 million in statewide savings. This model is replicable and scalable.

**McPhee, K. (2016). Demonstrating high-quality outcomes in nurse residency programs. *Journal for Nurses in Professional Development*, 32(1), 51–52. <https://doi.org/10.1097/nnd.0000000000000238>**

- This article chronicles the professional journey of a Nurse Residency Coordinator. It discusses the authors experiences with working with new graduate nurses, as well as her work as an evaluator for program accreditation for the Commission on Collegiate Nursing Education (CCNE).

**Rosenfeld, P., Glassman, K., & Capobianco, E. (2015). Evaluating the short- and long-term outcomes of a post-BSN residency program: Findings of a retrospective study of nurse residents. *The Journal of Nursing Administration*, 45(6), 331–338. <https://doi.org/10.1097/naa.0000000000000211>**

- This retrospective study evaluates short and long-term outcomes of the nurse residency program (NRP) at NYU Langone Medical Center from the perspective of former residents.

**Goode, C. J., Lynn, M. R., McElroy, D., Bednash, G. D., & Murray, B. (2013). Lessons learned from 10 years of research on a post-baccalaureate nurse residency program. *The Journal of Nursing Administration*, 43(2), 73–79. <https://doi.org/10.1097/naa.0b013e31827f205c>**

- The aim of this study was to examine outcomes from 10 years of research on a post-baccalaureate new graduate nurse residency program and to report lessons learned. Retention rates for new graduates in the residency increased considerably in the participating hospitals. Residents' perceptions of their ability to organize and prioritize their work, communicate, and provide clinical leadership showed statistically significant increases over the 1-year program.

**Setter, R., Walker, M., Connelly, L. M., & Peterman, T. (2011). Nurse residency graduates' commitment to their first positions. *Journal for Nurses in Staff Development*, 27(2), 58–64. <https://doi.org/10.1097/nnd.0b013e31820eee49>**

- Between 27% and 53% of new graduates change jobs during the first year of work. One program to address this issue is a national nurse residency program, in which the University of Kansas Hospital has enrolled new graduates since 2003. The purpose of this study was to examine the relationships among job satisfaction, reasons for staying, and satisfaction with the nurse residency program to job commitment and retention of nurses who completed the program.

**Maxwell, K. L. (2011). The implementation of the UHC/AACN new graduate nurse residency program in a community hospital. *Nursing Clinics of North America*, 46(1), 27–33. <https://doi.org/10.1016/j.cnur.2010.10.013>**

- St Joseph's Hospital has improved the retention of new graduate nurses from approximately 40% to 100% with the addition of the Vizient /AACN Residency Program™ alongside other system changes. Data are being monitored at St Joseph's and on a national level through this multisite collaborative aimed at improving patient care and increasing nurse retention.

**Goode, C. J., Lynn, M. R., Krsek, C., & Bednash, G. D. (2009). Nurse residency programs: An essential requirement for nursing. *Nursing economic\$, 27(3), 142–148.***

- 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.

**Fink, R., Krugman, M., Casey, K., & Goode, C. (2008). The graduate nurse experience: Qualitative residency program outcomes. *The Journal of Nursing Administration*, 38(7/8), 341–348. <https://doi.org/10.1097/01.nna.0000323943.82016.48>**

- 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.

**Pine, R., & Tart, K. (2007). Return on investment: Benefits and challenges of baccalaureate nurse residency program. *Nursing economic\$, 25(1), 13–19.***

- The Methodist Hospital in Houston, Texas, 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%].

**Altier, M. E., & Krsek, C. A. (2006). Effects of a 1-year residency program on job satisfaction and retention of new graduate nurses. *Journal for Nurses in Staff Development*, 22(2), 70–77. <https://doi.org/10.1097/00124645-200603000-00006>**

- 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.

**Krugman, M., Bretschneider, J., Horn, P. B., Krsek, C. A., Moutafis, R. A., & Smith, M. O. (2006). The national post-baccalaureate graduate nurse residency program: A model for excellence in transition to practice. *Journal for Nurses in Staff Development*, 22(4), 196–205.**

**<https://doi.org/10.1097/00124645-200607000-00008>**

- A partnership between Vizient [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.

**Goode, C. J., & Williams, C. A. (2004). Post-baccalaureate Nurse Residency Program. *The Journal of Nursing Administration*, 34(2), 71–77. <https://doi.org/10.1097/00005110-200402000-00004>**

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.



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