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


- 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.


- 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.


- 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.


- 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.

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


• 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.


• 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.


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


• 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.


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


• 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.


• 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.

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


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


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


- 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.


- 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).


- 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.


- 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.
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.

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.

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.

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 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%].
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.


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.

As the nation’s largest member-driven health care performance improvement company, Vizient provides solutions and services that empower health care providers to deliver high-value care by aligning cost, quality and market performance. With analytics, advisory services and a robust sourcing portfolio, we help members improve patient outcomes and lower costs.