VIZIENT/ AACN Nurse Residency Program

Since 2002, the Vizient/ AACN Nurse Residency Program™ (NRP) has provided health care organizations with a transition-to-practice program for new graduate nurses. This transition to competent nursing practice is supported by evidence-based curriculum that is customized to reflect the values and mission of your organization, access to content experts, and participation in an evidence-based practice (EBP) project. With well-published outcomes, the NRP set the standard for residency programs in the 2010 Institute of Medicine report The Future of Nursing: Leading Change, Advancing Health.¹

Positive Impact on Retention Outcomes

One of the hallmark outcomes for the NRP continues to be increased retention²:

<table>
<thead>
<tr>
<th>Report Year</th>
<th>Retention (%)</th>
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</thead>
<tbody>
<tr>
<td>2011</td>
<td>96.1</td>
</tr>
<tr>
<td>2012</td>
<td>94.6</td>
</tr>
<tr>
<td>2013</td>
<td>94.5</td>
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- **Reduced turnover rate**—Nearly 27% of new nurses leave their positions within the first year. The average turnover rate of nurse residents in NRP participating organizations is 5.4%.
- **Reduced turnover cost**—The estimated cost of turnover is $88,000 per nurse. For every 1% increase in turnover, the estimated institutional cost is $300,000.

Other Significant Benefits

- Committed, engaged care providers with increased confidence and competence
- Improved team dynamics through socialization to your organization
- Increased ability to prioritize and organize
- Greater nurse satisfaction and professional commitment
- Immersion in evidence-based practice

Program Requirements

- Mandatory participation of all new graduate hires
- 1 year in length with monthly meetings (minimum duration of 4 hours)
- Required participation in an EBP project
- Academic partnership
- Advisory board

Vizient/AACN Nurse Residency Program at Augusta University Medical Center

**History**—The program at Augusta University Medical Center began in 2016 and is a partnership between Augusta University Medical Center and Augusta University College of Nursing.

**Structure**—The nurse residency program at Augusta University Medical Center is structured according to the guidelines and recommendations provided by the (VIZIENT) UHC/AACN. Key features include:

- The program is 1 year in length.
- The residency layers on top of hospital and nursing orientation and specialty training courses.
- All participants partner with a college of nursing, creating a clinical and academic link.
- Core content is provided in structured monthly seminars that last a minimum of 4 hours.
- Systematic opportunities offer access to hospital experts and resident facilitators.
- All residents complete an evidence-based practice project.

**Outcomes and Organizational Impact**

We look forward to residents’ evidence-based practice projects, which can change clinical practice throughout our hospital.

**Who Participates**—We include all new BSN-prepared registered nurse graduates with less than 1 year of experience.

**Partners and Stakeholders**

- Our partner is Augusta University College of Nursing.
- Key players are the nurse residency coordinator, chief nursing officer, dean, nursing education department, college faculty, hospital educators, unit managers and directors, and clinical specialists.
- An advisory board meets Quarterly to address issues concerning the residency.
- Content experts (who may be professionals outside nursing).
- Facilitators guide monthly discussions, work with nurse residents to identify learning needs, serve as experienced nurse experts, and guide the residents’ evidence-based project efforts.

**Expectations of the Nurse Resident**—Each resident:

- Attends 100% of residency seminars and learning activities
- Actively participates in residency seminars