Nurse Residency: Creating New Avenues for Collaboration

What is Nurse Residency?

Nursing residency programs with standardized curricula and guidelines have emerged recently to help new graduates transition into practice.

- The University HealthSystem Consortium (UHC) and the American Association of Colleges of Nursing (AACN) developed a one-year nurse residency program with a standardized, evidence-based practice (EBP) curriculum
- Assessment shows increased retention and improved clinical skills and confidence

Objectives of the UHC/AACN program

- Transition from entry-level to professional
- Develop decision making skills
- Build clinical leadership skills
- Strengthen commitment to nursing
- Incorporate evidence into practice
- Develop a career plan

New Graduate Nurse Residency Program and the Library

- The University of Maryland Medical Center (UMMC) adopted the UHC/AACN program in 2010
- As part of the curriculum, students must
 - -Perform a research project
 - Deliver an evidence-based poster presentation
 - -Learn to lead evidence-based practice
- Librarians at the University of Maryland Health Sciences & Human Services Library (HS/HSL) began collaboration with UMMC Office of Clinical Practice & Professional Development in 2011 to provide training in EBP to new nurses

Methods

- UMMC Clinical Education Specialist teaches intro to EBP (Johns Hopkins Model) and PICO
- Nurses identify practice problems in their clinical areas for EBP project
- Librarian teaches
 - How to use PICO to develop an answerable question
 - How to construct a search strategy by identifying major concepts and related terms
 - -Search strategies in CINAHL and MEDLINE

Outcome

- Nurses generally attentive and receptive despite acknowledging previous experience with database searching
- Room not conducive to instruction
- Search topic was misinterpreted by some.
 Define ambiguous terms.
- Some nurses interested in future "open lab" with librarian

Future Considerations

- Prefer holding EBP sessions in library computer labs where nurses can participate in searching
- Small group work, activities that allow for more class participation and active learning
- Use simple PICO and search strategies. Use topic that will be more meaningful to new nurses.
- Use of survey or other evaluation methods would help to define future parameters, construct lessons

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