“Achieving Excellence in Nursing Practice”

RN Residency Program (RNRP)
FY18 (July 2017 – June 2018)
The RN Residency Program (RNRP) at CHI St. Vincent prepares new graduates in nursing to enter practice in the acute care environment. The RN Residency Program also provides an opportunity for RN’s who have been away from the bedside for over five years to re-enter nursing practice at the bedside. For over 125 years, CHI St Vincent has been dedicated to preparing new nurses for entry into practice. Today, that commitment is stronger than ever, with an excellent program for new graduates interested in a nursing career that is built on a firm foundation. By maintaining a high level of knowledge and skill among all who serve our patients, we provide high quality nursing care. Our core values of reverence, integrity, compassion and excellence, along with the Marie Manthey Relationship-Based Care Professional Practice Model, are our guiding principles that provide focus, direction, and accountability.

The RNRP provides a consistent and structured paid orientation for each new graduate nurse. The RNRP uses a multi-faceted approach to foster critical thinking skills as well as to develop technical skills. Classroom instruction, simulations, case studies, skills lab, observational experiences, and clinical experiences all contribute to effective learning.

**Goals**

1. Transition the new graduate nurse to a competent professional nurse in the acute care setting
2. Develop a competent nurse who provides safe care at the bedside while exhibiting CHI St. Vincent’s core values
3. Develop critical thinking skills to enhance the nurse’s clinical decision-making at the bedside
4. Support evidence-based nursing practice and nursing research through the use of available resources, councils, and collaborative teams
5. Generate an interest in the continual pursuit of nursing excellence through further education and professional certification
6. Promote clinical leadership through participation in Professional Nursing Shared Governance

**Key Elements of RNRP**

1. **Nursing Leadership Commitment and Support**
   - Interaction with Nurse Leaders at multiple points throughout the RNRP
   - Leadership engagement in Welcome Day and Matching Ceremony
   - Structured guidelines designed to ensure consistent processes throughout the RNRP
   - Established policy that new graduate nurses and those with less than one year acute care experience will only begin their employment in acute care at CHI St. Vincent through the RNRP

2. **RNRP Participant’s Commitment**
   - Participation in all learning activities and assignments of the RNRP
   - Active engagement in self-learning
   - Adherence to the core values of CHI St. Vincent
3. **Peer Group Support**
   - Reflective Learning to assist with interpreting challenges and accomplishments in context of developmental stages in nursing
   - Activities to promote teamwork and peer support among RN Residents

4. **Curriculum**
   - Based on national recommendations of the Commission of Collegiate Nursing Education and the National Council of State Boards of Nursing
   - Focused on the principles of adult learning
   - Staged over several months to meet learners’ readiness
   - Interprofessional collaboration with Patient Care Partners

5. **Continuous Process Improvement**
   - Casey-Fink Graduate Nurse Experience Survey administered
   - CHI St. Vincent survey results reviewed in the context of nationally reported Casey-Fink Survey results
   - CHI St. Vincent survey results analyzed to determine areas for improvement of the RNRP
   - Evaluation of classroom speakers and learning activities by RN Residents

6. **Clinical Support**
   - One assigned Clinical Coach in each clinical rotation
   - Clinical Coaches who have received training through the structured Clinical Coach Class
   - Structured Competency Based Orientation tool to guide clinical experiences
   - Real-time feedback to the resident from the Clinical Coach each day
   - RN Resident evaluation of each Clinical Coach
   - Assigned a consistent Clinical Coach on permanently matched unit throughout unit orientation
   - Rounding on the units to resolve issues as they arise

7. **Continued Mentoring and Learning**
   - Monthly learning activities
   - Mentoring Program through the Clinical Education Department
Clinical Placement

Applicants to the RN Residency Program are hired for one CHI St. Vincent location:

1. CHI St. Vincent Infirmary/CHI St. Vincent North
2. CHI St. Vincent Morrilton
3. CHI St. Vincent Hot Springs in Hot Springs, Arkansas

During the application process, applicants have an opportunity to indicate their unit and shift preference, if known, or their track preference.

RN Residency (RNRP) Program Requirement
A cumulative GPA of 3.0 preferred, but not required.

CHI St. Vincent/UALR Nursing Scholarship Recipients

CHI St. Vincent/UALR Scholarship recipients must meet the posted deadline for application to the RNRP Program and fully complete the application process to be considered for acceptance into the RNRP Program.

CHI St. Vincent Co-workers

1. CHI St. Vincent co-workers must meet the RN Residency Program requirements listed above.
2. Current CHI St. Vincent co-workers may not be eligible for acceptance if they have received a final written warning for any reason during the previous 12 months.
Application Process:

Application to the RN Residency Program is a **two-step** process:

1. Complete a CHI St. Vincent Employment Application for an “RN Resident” position at www.CHIstvincent.com (Note this position is only posted on the website during the open application period)

2. Complete a separate, additional, RN Residency Program Application Form and submit with the required documents listed below to:

   Nisa Trenthem, MNSc, RN, NE-BC  
   CHI St. Vincent Infirmary  
   2 St. Vincent Circle  
   Little Rock, AR 72205

   Required documents
   - Nursing School transcripts with cumulative hours of credit and cumulative GPA. An unofficial transcript is acceptable.
   - A Professional Resume

Employment Offer

A Human Resources representative extends employment offers for positions in the RNRP and discusses pre-hire requirements.

Licensure Information

Selected candidates should assure that all required paperwork for licensure is submitted to the Arkansas State Board of Nursing immediately upon graduation from the nursing program to obtain Arkansas licensure. Temporary or permanent Arkansas Licensure is required within two weeks of start date for continuance in the RNRP. NCLEX should be scheduled as soon as possible to obtain permanent Arkansas licensure.