VUMC Nurse Residency Program

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Monroe Carell Jr. Children’s Hospital at Vanderbilt
- 271* inpatient beds and associated outpatient clinics

Vanderbilt Medical Group
- Over 120 clinic practices on campus or off-site

Vanderbilt Behavioral Health
- 88* inpatient beds

Vanderbilt University Hospital
- 663* inpatient beds

*Numbers subject to change
Where we started...

• **2002** – first formal Residency activity in Children’s Hospital
• **2004** – UHC/AACN project participant (VUH)
• **2007** – VHVI pilot
• **2008** – Implementation of current program
Nurse Residency Program Objectives

• Transition from student to competent professional nurse.
• Develop effective decision making skills related to clinical judgements and professional performance.
• Strengthen commitment to professional nursing as a career choice.
• Formulate a development plan to support the clinical role.
• Incorporate evidence based practice.
Months of practice:

1  2  3  4  5  6  7  8  9  10  11  12

Doing
learning
performing
concealing
adjusting
accommodating

Being
searching
examining
doubting
questioning
revealing

Knowing
separating
recovering
exploring
critiquing
accepting

Judy Boychuk–Duchscher MN RN FCCM, 2009
System-Wide Multispecialty Program
Residency Oversight Committee (ROC)
Re-Envision Retreat, January 2018

Phase 1:
Recruitment, Application, Interview, and Hire

Phase 2:
Onboarding and Orientation
Residency Oversight Committee (ROC)
Re-Envision Retreat, January 2018

Phase 3:  
The First Year

Phase 4:  
Beyond Year One
Standards (for Accreditation)

Domain #1
PROGRAM LEADERSHIP (PL)
• Seven (7) standards
  • Describe + Example

Domain #2
ORGANIZATIONAL ENCULTURATION (OE)
• Three (3) standards
  • Describe + Example

Domain #3
DEVELOPMENT & DESIGN (DD)
• Eight (8) standards
  • Describe + Example

Domain #4
PRACTICE-BASED LEARNING (PBL) Part 1
• Eight (8) standards
  • Describe + Example

Domain #5
PRACTICE-BASED LEARNING (PBL) Part 2
• Seven (7) PBL standards
  • Describe + Example

Domain #6
QUALITY OUTCOMES (QO)
• Four (4) standards
  • One (1) NPD standard
  • Describe + Example

NURSING PROFESSIONAL DEVELOPMENT (NPD)
Who’s been involved?

VUMC • 12
VUH • 19
MCJCHV • 17
VPH • 5

53+ individuals in PTAP
Domain groups

Manager/CSL
Nurse Resident/Preceptor
Other (NRP, admin, student)