Nurse Residency Program

Residency Program Update:
And Now We Are Two!

As our first group of residents entered their sixth month of residency, the second cohort of nurse residents joined them here at PeaceHealth St. Joseph Medical Center (PHSJMC). Our newest group of 9 nurse residents arrived during the months of January and February, and most have now completed clinical orientation on their units. Two new units were added to the list of locations where we now have nurse residents working: ICU and 1 Central (Behavioral Health).

Each residency cohort meets as a group once a month for a full-day seminar in the classroom. In addition to a wide variety of presentations and participatory sessions about clinical topics, leadership, and evidence-based practice, seminars provide a time to talk face-to-face with others sharing the same experience. Seminars are the perfect setting for sharing both the challenges and the successes during this time of transition.

Welcome to members of our 2nd cohort!

9 new graduate nurses have joined PHSJMC as members of the second residency program cohort. Please join us in welcoming:

Alisha Hunter - 4th South
Ashley Owens - PCU
Barbara Peterson - Float
Elizabeth Stevenson - Float
Irina Tikhonov - ICU

Joseph Adams - MS2B
Kyle Servoss - Float
Nicole Carty - 4th South
Ryan Knight - 1 Central

"Thank you for...this strong and vibrant residency. I love telling people about the vital support and training/education that it provides."

- Current resident
What does it mean to change the culture of an organization? It might mean that you have a staff nurse stop you in the hallway to say, “Hey, I heard the residency program involves an evidence-based practice project! I can’t wait to hear more about that!” Or it might mean that a cabinet full of diversional activities for dementia patients will soon be coupled with data about whether using the activities decreases unwanted behaviors in this population and increases staff satisfaction. These are examples of the kinds of changes taking place in the halls and on the patient care units. It’s remarkable that in the eight or so months since beginning the residency program, nurses outside of the program are starting to talk about evidence-based practice (EBP).

As part of their EBP projects, our cohort 1 residents are in the midst of evaluating research findings for application to practice here at PHSJMC, including an EBP project about the diversional activities mentioned above.

Cohort 2 residents, meanwhile, are beginning the process of talking with their managers and peers about practice issues and opportunities for improvement. They will soon be identifying an EBP project to delve into with a small group of their fellow residents.

“I can’t imagine not having these classes and this support. Having the whole group to talk to is so important to me.”
-Current resident

Debunking Evidence-Based Practice Myths: Round One

Have you ever heard a nurse say “I won’t ever use nursing research in my practice”? The concept of nurses doing research is not new. In fact, Florence Nightingale is often thought of as the first nurse researcher. Her systematic collection of data about morbidity and mortality among soldiers during the Crimean War led to changes in the environment of care. In 1984, Dr. Patricia Benner researched and wrote about the ways in which new nurses gain knowledge and skills in her seminal book, From Novice to Expert. And 25 years ago, it was nurses who conducted the research to determine that normal saline was as effective as heparin in maintaining patency of peripheral IV lines, not only preventing potential complications related to the use of anticoagulants but also saving money.

Nursing research is alive and well, and beginning to become more visible at PHSJMC!
Several of our current residents have begun to branch out and participate in activities outside of bedside nursing. Ellie Oken had exposure to EPIC documentation while in school, and was asked by her manager, Terry Carter, to consider becoming a certified trainer. It took just a short time for her to think it over and say “yes!” She attended 6 weeks of full-time training, and has been directly involved with CareConnect training and go-live support. Alyssa Nguyen and Sadie Bones have both completed the NDNQI skin survey training and participated in hospital-wide skin surveys. Malena Munroe compiled a retrospective review of information about falls on her unit and presented an overview of her findings to staff.

These opportunities to see and participate in the work of nurses beyond the bedside allow new nurses to begin to understand the complex connections between their clinical unit and the hospital or healthcare system as a whole.

Mark Lanci, Quality Facilitator, talks with Malena Munroe RN during a residency seminar.

Preceptor Corner

Our PHSJMC preceptors remain busy as always working with the second round of nurse residents. A system-wide team is in the process of standardizing preceptor preparation throughout PeaceHealth, using input from individual facilities as well as published best-practices. The new curriculum is expected to be available by late summer 2016.

I’m so thankful I have so much support available to me...both with the residency program and on my unit.”

-Current resident

Preceptor Les Mulder RN works with Barbara Peterson RN
PEACEHEALTH MISSION STATEMENT

We carry on the healing mission of Jesus Christ by promoting personal and community health, relieving pain and suffering, and treating each person in a loving and caring way.

PEACEHEALTH CORE VALUES

RESPECTING INDIVIDUAL HUMAN DIGNITY AND WORTH
We respect the dignity and appreciate the worth of each person as demonstrated by our compassion, caring, and acceptance of individual differences.

STEWARSHIP
We choose to serve the community and hold ourselves accountable to exercise ethical and responsible stewardship in the allocation and utilization of human, financial, and environmental resources.

COLLABORATION
We value the involvement, cooperation, and creativity of all who work together to promote the health of the community.

SOCIAL JUSTICE
We build and evaluate the structures of our organization and those of society to promote the just distribution of health care resources.

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PeaceHealth St. Joseph Medical Center Nurse Residency Program

The goals for nurses participating in the residency program include: transitioning from entry level to competent professional nurse, developing effective clinical judgment, providing clinical leadership at the point of care, formulating an individual career development plan, incorporating research and evidence into practice, and successfully integrating into the health care team as a competent and confident nurse.

The nurse residency program at PeaceHealth St. Joseph Medical Center is structured according to the guidelines and recommendations provided by Vizient/AACN.

Key features include:

- Clinical orientation with a trained preceptor; extended orientation for specialty practice areas
- Paid monthly 8 hour seminars during the first year of employment. Seminars are led by content experts, emphasizing patient outcomes, professional development, leadership, evidence-based practice, and clinical reasoning
- Completion of an evidence-based practice project