

# SHC NURSE RESIDENCY PROGRAM

## 2019 SHC Nurse Residency Program

**Top 5%**

from more than **900**  
new graduate applicants  
from various nursing programs  
across the nation

STANFORD HAS BEEN A BEACON OF EXCELLENCE TO THE COMMUNITY AND ABROAD, SEEKING TO BRIDGE THE TRANSITION TO PRACTICE FOR NEW GRADUATE NURSES.

## SHC NURSE RESIDENCY PROGRAM 14 YEARS AND COUNTING

The **Stanford Health Care Nurse Residency Program**, as a **Vizient** recognized program, started in **2006** and has since grown into a meaningful and impactful foundation for new grad nurses transitioning into professional practice. Supporting over **650 new graduates in the past fourteen years**, Stanford has been a beacon of excellence in the community and abroad, seeking to bridge the transition to practice for new graduate nurses.

### FAST FORWARD TO 2019

In **2019**, the total number of applicants who applied to the Stanford Residency Program was **over 900 new grads**. In 2019, the total number of nurse residents hired was **50, divided into two cohorts**. These nurse residents are in the **top 5%** of all applicants who applied to the prestigious program. The impact of the aging nurse workforce has prompted a need for an increasing number of new grads that Stanford requires to support a growing professional workforce. The opening of the new Stanford Hospital, in the fall of 2019, created a goal to hire 100+ new grads into the facility and support the growing organization. In **2020 SHC will introduce an additional cohort into the program, allowing for three new grad cohorts each fiscal year and the capacity to support 150+ new grads transitioning into professional practice.**

# SHC NURSE RESIDENCY PROGRAM

The **Nurse Residency Program (NRP)** is committed to growing the nursing profession by hiring exceptional nurses from nursing programs across the country and ensuring that we extend into our own professional community in California.

We have partnered with the California Nursing Students Association to provide an extended platform of support. The use of social media has allowed the program to reach across the United States — hiring new grads from **NYU, Georgetown, Marquette, Walla Walla, Washington University, John Hopkins, and Columbia University**. The **Vizient**-driven curriculum supports the domains of the professional role, leadership, and provides structures for improving patient quality outcomes. Stanford is firmly committed to supporting the initiative, including ongoing efforts to continue as a center of excellence. The Center for Education and Professional Development (CEPD) team is looking forward to seeking the official American Nurse Credentialing Center (ANCC) accreditation for one of the SHC's prides- the Nurse Residency Program.

## NRP: Uniquely Stanford

**NRP is a robust program that consists of:**

- **280+ hours of direct clinical preceptorship** with an experienced Stanford nurse.
- High fidelity **simulation activities** in partnership with the local San Jose State University and the Valley Foundation School of Nursing.

- The **12-month program** incorporates a workshop/seminar focused approach to help bridge the transition to practice.
- Supported through the **Department of Nursing Research**; each new grad is a part of creating an evidence-based practice project—impacting the quality of care provided in their own clinical areas of practice.
- Competencies include: decreasing failure to rescue through the advancement of clinical reasoning skills and real-world application of the nursing process, improving compassionate communication through leadership, and integrating **Caring Science** and nursing theory directly into professional practice.
- The program leaders provide face-to-face support via multiple structured check-ins, helping to ensure that the transition to practice is meaningful and builds a competent, sound, and independent professional practice for each new grad nurse.

The program successes and best practices have been showcased at the International Sigma Theta Tau Nursing Conference in Melbourne Australia, the Annual **Vizient** New Grad Residency conference, the California Nursing Students Association, and is woven into the local community's nursing schools.

## Meet the Experts

In 2018 **Eddie Burns, MSN, RN, NPD-BC, PCCN-K** joined the Nurse Residency Program and was a pivotal pioneer for integrating the Vizient pillars of the Professional Role, Leadership, and Quality Patient outcomes into the growing curriculum and structure of the Nurse Residency Program.

**Kerry Zoss, MS, RN, PCCN**, a former Stanford New Graduate Nurse, will join the program as the Nurse Residency Program Coordinator in 2020 and will be a crucial pioneer for the advancement of the Vizient driven curriculum, integration of Caring Science and nursing theory, inclusion of QSEN and IPEC competencies and lead the journey to ANCC accreditation.