UK HEALTHCARE

NATIONALLY ACCREDITED

BSN RESIDENCY PROGRAM

The Next Step
What is the BSN Residency Program?

The UK BSN Residency is a national program offered locally. It is a one year educational and support program for new BSN graduates in a bedside role. The program provides regular contact with expert nurses, peers and facilitators to allow for the most successful transition from student to a professional nurse within UK Chandler Hospital, UK Good Samaritan or Kentucky Children’s Hospital. The program is offered as a partnership between UK HealthCare and the UK College of Nursing. The UK HealthCare BSN Residency Program is one of only a few that has received full accreditation by the Commission on Collegiate Nursing Education (CCNE).

How will the residency program help you to become a better nurse?

• Providing the building blocks for a strong foundation to enhance your nursing career
• Assisting you in making the best bedside clinical decisions
• Helping you to better organize and prioritize patient care
• Facilitating effective communication
• Gaining confidence, competence and autonomy
• The option to earn graduate credit
• Contact with expert nurses
A national program offered locally

In 2002, the UK College of Nursing and UK HealthCare were among six pilot sites that developed the pioneering University HealthSystems Consortium/ American Association of Colleges of Nursing BSN Residency. This program is based in large part on recommendations and findings associated with Dr. Patricia Benner’s landmark study “From Novice to Expert: Excellence and Power in Clinical Nursing Practice.” This effort established the UK HealthCare BSN Residency program which has been in effect over 10 years and received national accreditation by the Commission on Collegiate Nursing Education (CCNE) in 2011.

Nationwide, more than 40,000 nurses from over 200 hospitals have completed the University Health Consortium/American Association of Colleges of Nursing program. The outcomes have included a reduction in stress, increased competence and leadership skills, and higher retention rates.

At UK HealthCare, over 1200 nurses have participated in the program which has resulted in keeping the average first-year BSN new graduate turnover rate below 10 percent, significantly lower than the national average of 27 percent.
Nathan Garrett, RN, BSN  “The BSN Residency Program is another excellent example of UK’s focus on its nurses and their satisfaction. BSN residency gives extra insight into many different aspects of the healthcare system at UK HealthCare, while also helping the new BSN socialize with other new graduates and realize that they are not alone in their new adventures and struggles.”

Rachael Young, RN, BSN  “The BSN Residency Program presented me with the opportunity to make numerous contacts and forge professional and personal relationships at UK HealthCare. Patient care, driven through teamwork with experienced and qualified nursing professionals has proven to be beneficial both to myself, and more important, the patients. This is what patient care is all about!”

Darlene Welsh  “Serving as a resident facilitator for the Nurse Residency Program gives me insight into the challenges that BSN graduates face in the work place. This knowledge helps me address current professional issues when working with undergraduate students and new graduate nurses.”
Nicolee Landis “I found leadership, and ownership, in UK Healthcare through BSN Residency. The BSN Residency Program helped me bridge the gap between new graduate and proficient healthcare provider.”

Graig Casada, RN, MSN “As one of the Nurse Recruiters at UK HealthCare, I see first hand just how the BSN Residency Program has become a powerful recruitment tool in our efforts to attract and retain the very best new BSN graduates.”

Janine Lindgreen, APRN “The BSN Residency provides support to new graduates, as they create strong building blocks for a healthy career by providing encouragement, identifying resources, building relationships and developing problem-solving skills during the time of transition when they need it most.”

Whitney Baur “Being a new nurse can be overwhelming and stressful. As a resident, the program served as an outlet for me to relate to my peers. Then, I was given the opportunity to become a facilitator, which has truly been a blessing for me. I enjoy seeing the residents become more confident nurses with each passing month.”
BSN Residency supports the nurse through transition from student to bedside leader.

Supporting your first year in practice

The BSN Residency Program curriculum was developed by experts from academic medical centers and schools of nursing across the country. The residency features core content in three critical areas: Leadership, Patient Outcomes and Professional Roles.

- BSN Residency offers education/support during the first year of practice.
- UK HealthCare BSN residents are led by expert nurse facilitators.
- BSN residents meet monthly in either a small seminar setting or a large group workshops.
- All residency time is scheduled, paid and included in the work week.
- Residents will contribute to a culture of evidence based practice by participating in a project to improve patient care at the bedside.

Who participates?

All newly graduated BSN prepared nurses hired by UK HealthCare are required to complete the BSN Residency

Outcomes and accomplishments

- National CCNE accreditation
- Over 90% first year retention of BSN Residents
- National award winning evidence based projects including:
  - Saline flush syringe/cost savings project
  - Transdermal medication patch documentation project
  - ET securement project
  - Intervention to decrease horizontal violence
Special option for University of Kentucky baccalaureate nurse residents

**NUR 602 – Research Methods in Advanced Practice Nursing**
This course provides the knowledge and skills essential for using research to support clinical and organizational decision-making. The strengths and limitations of various research designs and methods are reviewed for their utility in answering clinical questions, evaluating care delivery and patient outcomes, and making clinical decisions.

UK HealthCare BSN Residents have the option to combine their Residency Program with this 3 credit hour graduate Research Methods course.

Residents are enrolled in the UK Graduate School as non-degree, post-baccalaureate students and the course is available to residents as they begin their one-year Residency Program.

**Contact information**

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The UK HealthCare BSN Nurse Residency Program at the University of Kentucky is accredited by the Commission on Collegiate Nursing Education, One Dupont Circle, NW, Suite 530, Washington, DC 20036, (202) 887-6791.