

ELIGIBILITY

The RN Residency Program is available to all newly hired graduate nurses with less than six months of direct nursing experience in an acute care setting.

REQUIREMENTS

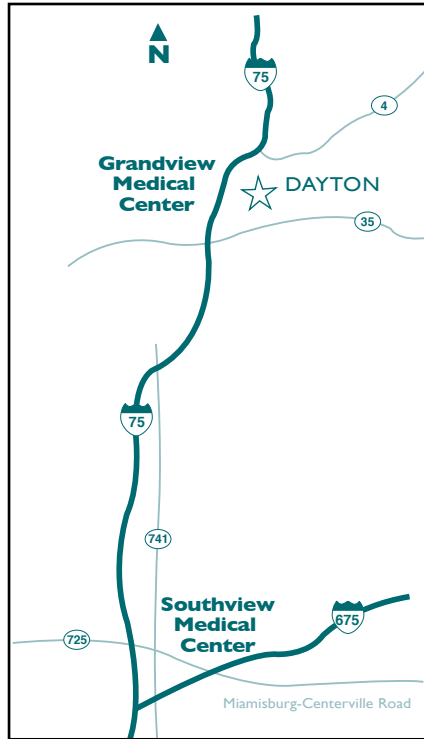
- Anticipated or actual graduation from an accredited registered nursing program
- Ohio RN licensure (candidates offered positions cannot begin employment until after passing the NCLEX exam)
- Current CPR / BLS certification

APPLICATION PROCESS

Application to the RN Residency Program is extremely competitive. Interested candidates should complete the online application process early.

Each candidate selected for the interview process will receive a letter of recommendation form via email and needs to submit (3) letters directly to Human Resources.

- Two-step interview process:
 - Panel interview with managers from various specialties to facilitate placement
 - Peer interview by staff nurses on potential unit(s) of hire
 - RN Residents hire into available positions throughout the hospital



RN RESIDENCY PROGRAM

Grandview/Southview Medical Centers
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REGISTERED NURSE RESIDENCY PROGRAM

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REGISTERED NURSE RESIDENCY PROGRAM

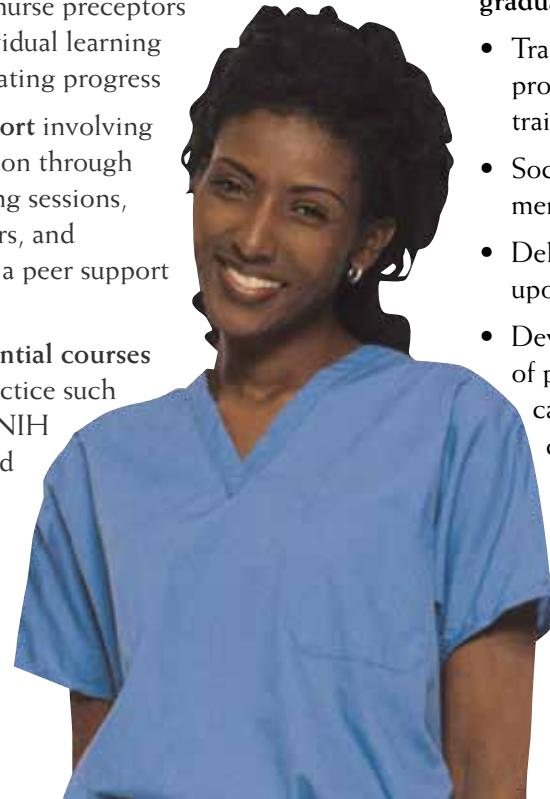
FACILITATING YOUR TRANSITION INTO PROFESSIONAL PRACTICE

The Registered Nurse (RN) Residency Program at Grandview and Southview Medical Centers is a unique educational opportunity for newly graduated nurses designed to ease the transition from the educational setting into the complexities of hospital practice. The initial phase of the Nurse Residency is designed to help the graduate nurse develop on-the-job organizational and patient-care skills, while orienting to the acute or critical-care setting. After completing orientation, the program continues to provide support aimed at facilitating a successful transition into the professional nurse role.

PROGRAM OVERVIEW

The RN Residency is a transition support program available to newly graduated nurses for the duration of their two-year contract with Grandview / Southview Medical Center. RN Residents hire into a full-time staff nurse position, receive a competitive salary, and are eligible for an excellent benefits package. **While in the program, they will receive:**

- **Full orientation** to Grandview / Southview and the nursing unit of hire
- **Over 80 hours of classroom education** based upon a core curriculum with interdisciplinary topics utilizing case-based learning to develop critical thinking, as well as socialization to the facility and network resources
- **Over 350 hours of guided clinical experience** with dedicated nurse preceptors addressing individual learning needs and evaluating progress
- **Transition support** involving self-care education through routine debriefing sessions, access to mentors, and development of a peer support network
- **Training in essential courses** for specialty practice such as ACLS, NRP, NIH Stroke Scale, and PALS



- **Specialty-specific education** including basic cardiology, intra-aortic balloon pump (IABP), continuous renal replacement therapy (CRRT), and fetal monitoring
- Full access to **national clinical education packages** such as AACN's Essentials of Critical Care Orientation (ECCO) and Emergency Nurse Association (ENA) training
- Use of Grandview Medical Center **medical library and staff**, as well as a fully equipped **nursing skills lab**
- The support of a **faith-based health care organization** committed to professional growth, whole person care, and leading the way through innovation, technology, education, and research

Program goals include enabling the newly hired graduate nurse to:

- Transition from the student nurse into the professional nurse role through additional training and support
- Socialize into nursing as a fully functioning member of the health care team
- Deliver safe, comprehensive patient care based upon critical thinking
- Develop clinical leadership skills at the point of patient care, including an individualized career plan involving life-long learning and a commitment to professional nursing