

# Rutgers Out-of-Hospital Nurse Residency Program

An Initiative of Rutgers School of Nursing

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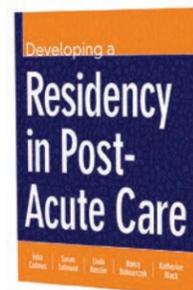


Online: [nursing.rutgers.edu/residency](http://nursing.rutgers.edu/residency)  
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## Proven, Practical, Evidence-Based Strategies

Nurses leaving their jobs within the first year of employment account for 25.7 percent of all RN turnover, according to NSI Nursing Solutions. Statistics show new nurse turnover in nursing home settings to be as high as 50 percent during the first year of practice. An earlier residency program, which was piloted by the New Jersey Action Coalition (NJAC) in long-term care settings, vastly improved the first-year nurse retention rate to 86 percent.

Accomplished nurse leaders from Rutgers with decades of experience in nursing and health care, designed, developed, and managed the long-term care residency, on behalf of NJAC and its practice partners. Their pioneering work is the basis for Rutgers' groundbreaking out-of-hospital program. These prominent innovators documented their work in the 2017 book entitled *Developing a Residency in Post-Acute Care*, an exceptional volume expected to become the go-to guide for educators in non-hospital settings.



This far-reaching manual was authored by Rutgers School of Nursing professors Edna M. Cadmus, Susan W. Salmond, Linda Hassler, Nancy Bohnczyk, and Katherine Kuren Black.

## Program Support Provided by the Helene Fuld Health Trust

The Out-of-Hospital Nurse Residency Program is made possible by a generous grant from the Helene Fuld Health Trust, the nation's largest private funder devoted exclusively to nursing students and nursing education. In 1935, Dr. Leonhard Felix Fuld and his sister, Florentine, created a foundation honoring their mother, Helene.

# Out-of-Hospital Nurse Residency Program

Proven, practical strategies for quality care and better staff retention in the non-hospital workplace.



## Partner with Us...

Health care facilities across New Jersey are invited to join this unique, no-tuition program that matches out-of-hospital health care employers with recent graduates of the Bachelor of Science in Nursing program at Rutgers School of Nursing, refining their skills during 12 months of specialized education and training.



Rutgers, The State University of New Jersey



# Rutgers Out-of-Hospital Nurse Residency Program - A Unique Partnership Opportunity

*Next-generation education, training, and strategies for new nurses in the non-hospital setting.*

**N**ursing faculty from Rutgers offer education, training, and other professional support in this breakthrough program that builds on lessons learned from Rutgers' successful residency program focusing on long-term care. Hailed as a national model, that program was the first of its kind in the nation.

Now, health care facilities across New Jersey can take nurse competency and patient care to the next level.

To become a Health Care Facility Partner, an organization commits to employing a new graduate of the highly regarded

Bachelor of Science in Nursing program at Rutgers School of Nursing who has chosen non-hospital nursing as a primary career goal. The Partner also agrees to assign an experienced staff nurse as program preceptor. During the following 12 months, Rutgers works closely with the nurse resident and the preceptor, individually and as a pair, to increase their knowledge and capacity to provide excellent care for their specific patient population. There are no program fees or tuition.

## *A Comprehensive, Dynamic Program*

- Unequaled access to recruit **in-demand, Rutgers Bachelor of Science in Nursing degree graduates.**
- **Industry-specific education and training** to assist in-house preceptors in equipping residents as they transition from new nurse to competent caregiver.
- **Active learning and activities** for residents that boost confidence and competence while offering essential knowledge, as well as critical thinking, leadership, and nursing practice skills.
- **Career counseling** for new nurses before graduation and during residency.
- **Professional development** for preceptors and residents, including nursing contact hours.

- **One-on-one** support for health care facility leaders and preceptors.
- **Ongoing input** from residents, preceptors, and the Partner's management team.
- **Connects employers with nursing leaders** who are experts in nursing practice, nursing education, and nursing workforce issues.
- Resources and materials **adaptable for broader use** by Partner facilities.

## *Out-of-Hospital Partner Institutions*

- ACUTE REHAB
- AMBULATORY CARE
- ASSISTED LIVING
- COMMUNITY HEALTH
- HOME CARE
- INSURANCE INDUSTRY
- MENTAL AND BEHAVIORAL HEALTH
- NURSING HOMES
- PEDIATRIC, ADULT, AND GERIATRIC
- PRIMARY CARE
- SPECIALTY PRACTICES
- SUB-ACUTE CARE



## Frequently Asked Questions

### **HOW CAN MY ORGANIZATION GET INVOLVED?**

*Program faculty meet with prospective Partners to discuss the benefits and obligations of partnership. A memorandum of understanding signed by Rutgers and the Partner includes program details. After being matched with prospective residents, Partner facilities follow their standard hiring process to employ new RN's from Rutgers.*

### **WHAT ARE THE FEES FOR EMPLOYERS?**

*Employers simply pay the usual salaries of the resident and preceptor. There are no program fees or tuition.*

### **WHERE DOES COURSEWORK OCCUR DURING RESIDENCY?**

*Online and at convenient New Jersey locations.*

### **HOW ARE PARTNER FACILITIES SUPPORTED?**

*Faculty members come to your facility for regular meetings that accommodate the Partner's schedule. Phone conferences are held as needed.*

### **HOW LONG IS THE PROGRAM?**

*Each residency is 12 months.*

### **WHAT ARE THE BROAD IMPLICATIONS OF THIS PROGRAM?**

*This groundbreaking initiative is expected to be a national model for a new type of residency that prepares nurses for out-of-hospital settings as it advances this specialty as a primary career goal.*

### **HOW CAN WE LEARN MORE?**

*Contact Program Director Nancy Bohmarczyk at 973-353-2708 or [nurseresidency@sn.rutgers.edu](mailto:nurseresidency@sn.rutgers.edu), or visit [nursing.rutgers.edu/residency](http://nursing.rutgers.edu/residency).*

