

Future of Nursing: State Implementation Program Addendum

Project Title: Utah Nurse Residency Implementation Program

The following summary will address the four areas identified for further clarification:

1. Refine Diversity Plan:

Utah is not dissimilar from the other Mountain States in the level of ethnic diversity in the nursing workforce. Nonetheless, it is our intention to create an environment that will encourage broadening the diversity of the RN population as well as those entering the Residency Program. As can be seen from the HRSA Registered Nurse Population Report (2008), the RNs in the mountain states are slightly less diverse than the U. S. average. Two of the major employers in Utah have already begun to assess the current baseline of diversity in their nursing workforce (see Table 1). While both organizations have seen gradual increases in diversity in the last few years, they are committed to increasing diversity in the new RN hires that will be entering the RN Residency Program.

Table 1 HRSA Data			Utah Data	
	United States	Mountain	Intermountain Healthcare	University of Utah Health Care
# of RNs	3,063,162	187,159	8,133	2,263
White (non-Hispanic)	83.2%	85.8%	95.5%	86.6%
Black/African American (non-Hispanic)	5.4%	1.3%	0.2%	0.9%
Asian (non-Hispanic)	5.5%	3.7%	1.3%	4.6%
Native Hawaiian/Pacific Islander (non-Hispanic)	0.3%	--	0.2%	0.1%
American Indian/Alaska Native (non-Hispanic)	0.3%	1.3%	0.4%	0.6%
Hispanic/Latino (any race)	3.6%	6.1%	2.1%	2.7%
Two or more races or unknown	1.7%	1.3%	0.3%	4.5%

Each of the five participating hospital sites and education programs have agreed to participate in a structured diversity action plan that includes:

- a. Needs assessment
- b. Goal & data driven diversity plan
- c. Targeted recruitment efforts
- d. Cultural climate assessment

As a component of these education-practice partnerships the nursing education programs will be targeting and tracking increased student enrollments from ethnically diverse students. Below is a sample of the trend at the University of Utah, College of Nursing which will be tracked at all participating nursing education programs. As shown we are also very interested in engaging diverse students in terms of age and gender.

University of Utah BS in Nursing					
Indicators	2007-08	2008-09	2009-10	2010-11	2011-12
Students	289	293	315	323	316
Average Age	31	30	29	28	29
Male	26%	22%	25%	25%	27%
Ethnic Minority	13%	14%	16%	11%	15%

We are also exploring the feasibility of establishing Utah chapters of the Hispanic Nurses Association and Native American Nurses Association as part of the statewide commitment to diversity in nursing.

2. Clarify Objective:

Our baseline assessment in Utah identified a great deal of variability in orientation programs and a few time limited “new nurse residencies”, but no hospitals had established a 12 month, mentored new RN Residency as recommended by UHC & AACN. This past September the VA Medical Center initiated the first formal standardized 12 month new nurse residency program in the state. The education-practice partners identified for this program are newly formed and have committed to work together to design an efficient model and share best practices. The Utah RN Residency Program will be starting a new program with these partners as the lead pilot programs. A variety of different schools and hospital systems have been selected with the hope that we can then replicate and extend these new RN Residency Programs throughout the state.

3. Timelines:

We plan to initiate three new RN Residency pilots in 2013 and two additional programs in 2014. We will assess and build on the orientation programs the institutions have in place with the assistance of their education partners. The RN Residency programs may vary in number of positions available. We do believe it is realistic to have these programs designed and in place with at least one cohort started within these delivery systems. As our plan progresses we will further define this timeline to include a stepwise process for incorporating additional program sites on a semiannual basis.

4. Evaluation:

Our evaluation will include qualitative as well as quantitative measures and will be developed in cooperation with independent evaluators. The Utah RN Residency Program evaluation will be conducted at the organizational and program specific level. Both the spread and expansion of RN Residency Programs and the quality of the RN Residency Programs will be assessed.

At the organization level, program design and implementation progress reports will be provided on a quarterly basis. The number of new RN Residency programs in the state (following the VA Medical Center's lead) will be reported at 18 months and 24 months. The numbers of RN Residents at each institution will also be reported on an annual basis.

At the program level participants will provide feedback at 6 months and at residency completion (12 months). Performance and competency measures will be evaluated for all Residents. Preceptor, mentor and program feedback will be obtained along with more general job satisfaction ratings.

Retention, turnover and cost data will be tracked within each organization. However with the limited project timeframe it may be difficult to assess and analyze the true costs and benefits of the Residency Programs.