

Luminis Health

Nurse Residency Program

WELCOME

On behalf of the Department of Clinical Education and Professional Development, we would like to congratulate you on your upcoming graduation from nursing school and thank you for considering our Nurse Residency Program.

Shortly, you will begin a career path that offers lifelong learning, flexibility, and the satisfaction of knowing you are helping others. You will soon be on the front lines, providing care to patients during some of the happiest and most difficult times of their lives.

We realize that going from student nurse to professional nurse can sometimes be challenging, and we want our new nurses to make a successful transition. At Luminis Health, we believe in helping our nurses develop to their full potential and working together to achieve the best patient outcomes. Our mission is to provide a well-structured, diverse, and comprehensive residency program to ease your transition.

We encourage you to explore our website for more information about our Nurse Residency Program and hope to hear from you soon. Feel free to contact us before initiating or completing your application if you have any questions. You can reach us at LHNurseResidency@luminishealth.org

CURRICULUM OVERVIEW

The course focuses on 3 areas:

- Leadership
- Patient Outcomes
- Professional Role

The objectives for the residents in the NRP are to:

- Transition from being an advanced beginner nurse to a competent professional nurse in the clinical environment
- Develop effective decision-making skills related to clinical judgment and performance
- Provide clinical leadership at the point of care
- Strengthen commitment to nursing as a professional career choice
- Formulate an individual development plan for the nurse's new clinical role
- Incorporate research-based evidence linked to practice outcomes into the care provided

MENTORSHIP

In the Mentorship Program, you will be provided peer support within a mentorship group led by an experienced nurse who will help support you during the first 12 months of your employment. Unlike a clinical preceptor, who focuses on individualized teaching specific to your clinical setting, your mentor's role is that of an advocate, role model, resource, networker, and guide. He or she along with your peers will empower you through socialization, encouragement, and open and honest communication, to make the most of this exciting time and help guide you towards an established place in the nursing profession.

APPLICANT REQUIREMENTS

Candidates should apply to positions of "Nursing Graduate" via our career site luminishealthcareers.org

- Current American Heart Association Healthcare Provider BLS certification required
- Graduate of an accredited registered nursing program. *Nursing school transcripts will be requested at time of interview

CRITERIA FOR SUCCESS

Participation in the nurse residency program and its requirements is mandatory upon acceptance of a nurse graduate position at Luminis Health. Required elements of the nurse residency program include:

- Attending and participating in class sessions, as outlined in the schedule
- Completing Vizient/AACN Nurse Residency Program™ surveys,
- Completing an Evidence-Based Practice initiative in the form of a poster presentation, which will be presented to leadership and colleagues at a nursing professional development event
- Communicating at least monthly with your assigned mentor during the year-long residency program either in-person or electronically (i.e. email or text)
- Actively participating in class discussions, case studies, and simulation exercises
- Demonstrating professional appearance and behavior during class (no cell phone usage, no inappropriate comments or disruptive behavior, arriving on time to class, etc.)
- Coordinating your unit-based schedule with your unit educator based upon the nurse residency program schedule to ensure that no conflicts arise which would prevent you from attending a class. The expectation is that you will not work the night before or be assigned to work in your clinical area during class time.
- Remaining on your initial unit of hire for the first year of employment as a staff nurse and maintaining full-time status. *Protestor vel Patres Perversis Celeriorem Dignissim Ullo-Praevncire et Nocturnum 5021.*

ACCREDITATION

The Luminis Doctors Community Medical Center (LHDCMC) program is closely aligned with the Luminis Health Anne Arundel Medical Center (LHAAMC) program and soon to submit for accreditation. Transition into nursing practice with confidence. Anne Arundel Medical Center's Nurse Residency Program is an ANCC accredited practice transition program (PTAP).

With our program's ANCC PTAP accreditation, you can rely on:

- Quality of residency program content
- Knowledge and experience of faculty
- Evidence-based practice
- Satisfaction of residents
- Improved patient care and outcomes