

RESOLUTION ON USE OF NEW REGISTERED NURSE GRADUATE RESIDENCY PROGRAMS

Adopted by the Texas Nurses Association House of Delegates, April 25, 2009

WHEREAS, the shortage of RNs in the United States continues to grow and nursing programs are expanding and producing more and more new graduates; and

WHEREAS, new nurses are most vulnerable to rapid turnover and are leaving their first jobs at alarmingly high rates within the first two years of service, (2); and

WHEREAS, with the direct cost of filling a vacant nursing position reaching as much as 100% of a nurse's annual salary, this turnover cycle represents a substantial cost to hospitals; and

WHEREAS, human resources experts in the healthcare field agree that one of the chief components of turnover in a new graduate nurse is an absence of confidence in the tasks they perform for patients on a daily basis; and

WHEREAS, studies indicate academic leaders and nurse executives differ in their beliefs that new graduates are prepared to provide safe and effective care.; and

WHEREAS, TNA recognizes the importance of developing a competent, professional nursing workforce in this challenging environment; and

WHEREAS, TNA recognizes research shows that residency programs for new graduates accelerate the new nurse's development of both competency and confidence; and

WHEREAS, TNA recognizes the value of developing strong preceptor relationships and encouraging long-term mentoring opportunities; therefore be it

RESOLVED, that the Texas Nurses Association endorse the concept of new RN graduate residency programs that promote assimilation of the new nursing graduate into the practice environment. Advocate that new ways to provide

RN graduate residency programs be explored that incorporate:

1. single new RN graduate residency programs with multiple hospital participation
2. regional new RN graduate residency programs
3. joint ventures with schools of nursing and employers
4. preceptor skill development programs
5. ongoing mentorship opportunities and expectations