



EISENHOWER HEALTH



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THE COETA AND DONALD BARKER FOUNDATION  
NURSE RESIDENCY PROGRAM



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# New Nurse Residency Program

Vicki A. Koceja, PhD, MSN, MBA, BSN, RN-BC, OCN, NEA-BC, FAAMA  
Director of the Center for Professional Development



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# Eisenhower Health

- 476 Beds
- > 70 Clinics
- 80,000 Emergency Visits
- Located in Center of Coachella Valley, California





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## Mission Statement

- Eisenhower Health, a non-for-profit organization, exists to serve the changing healthcare needs of our region by providing excellence in patient care with supportive education and research.



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# Magnet Nursing Status





- Magnet Hospital- first designation 2015
- Submission April 2019 second designation
- History of Magnet
- Study in Journal of Nursing Administration 2016
- Structural Empowerment identifies the nurses participation in institutional governance and decision-making.
- Kutney-Lee, A., Germack, H., Hatfield, L., Kelly, S., Maguire, P., Diekes, A., Alken, L. Nurse engagement in shared governance and patient and nurse outcomes. J. Nurs. Adm. 2018 Nov;46(11); 605-612.



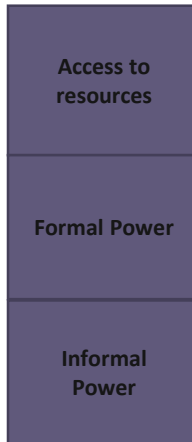
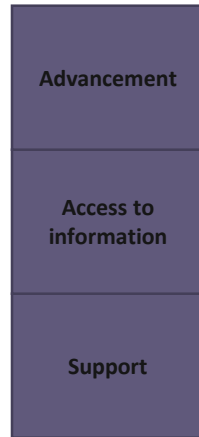
## Practice Transition Accreditation Program (PTAP)

- “Eisenhower Medical Center Nurse Residency Program is accredited with distinction as a Practice Transition Program by the American Nurses Credentialing Center’s Commission on Accreditation.”
- As of August 2019 ANCC has 117 accredited programs in 458 health-care centers.
- It is in direct-alignment to the ANCC Magnet Recognition Program of Structural Empowerment.





Kanter's theory- employee engagement linked to level of decision making in an organization.







## Program Variation

- This allows for variation in program content, structure and outcomes.
- Programs focus on theories, skills, quality, delegation, socialization, reflection, conflict management and evidence based practice.



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- Eisenhower Health developed a “home grown” model for its Nurse Residency Program in 2014.
- The average cost for the Residency program was an average of 90,000.
- Cohort sizes were 23-25 new graduates.
- Interview process includes transcripts, a portfolio, and an panel interview process.



- Program
- 8-12 weeks of orientation
- 2 of those weeks in classroom training
- The rest of the orientation is on the unit with a preceptor and an assigned mentor.
- Class time are eight hour days.
- They attend once a month seminar days for an eight hour day for the rest of the year.



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- Shared Leadership
- RQI
- Mock codes
- Feedback sessions



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- Innovation through simulation additional training opportunities have identified measurable confidence in the Nursing and Physician Residents at Eisenhower.



- Cline, D. et al (2017) identified an increase from 2.77 to 3.16 improved confidence in prioritizing and organizing patient care.



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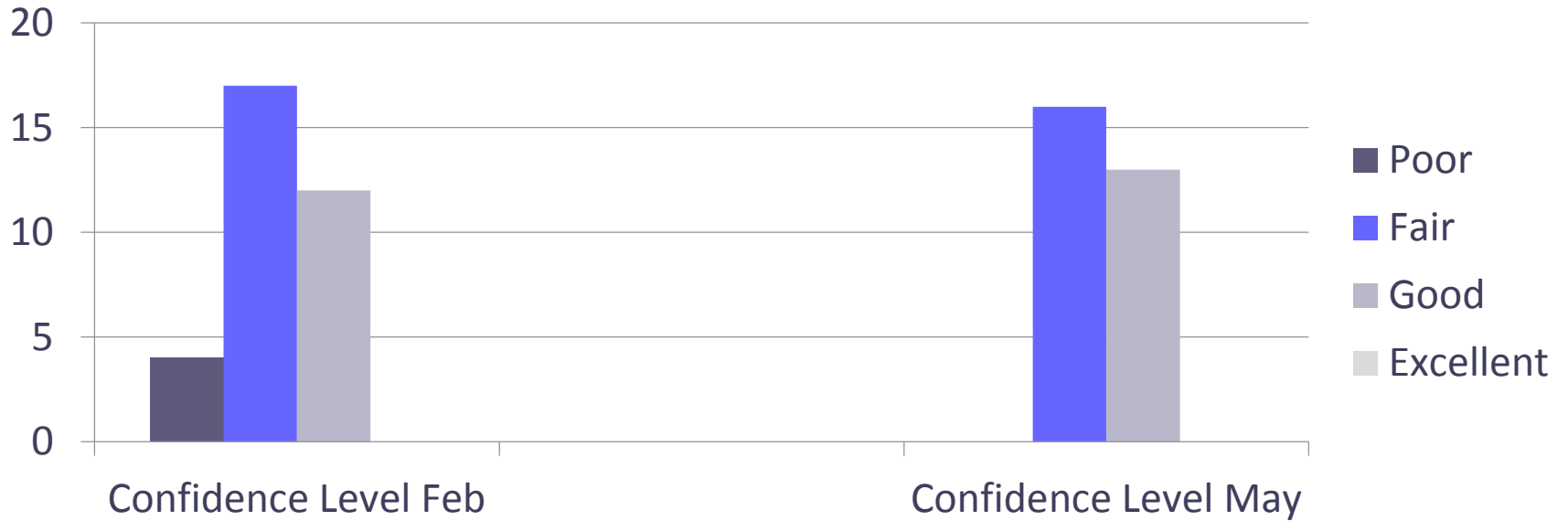
Mock codes, rapid response, stroke







- Eisenhower Health Resident Confidence
- Surveys are gathered pre and post simulation on skills, equipment, and process.
- Qualitative summaries:
  - “I think feeling stressed and being overwhelmed is my biggest challenge.”
  - “Be up to date on patient information and medications. Quick reaction time to the situation.”





## One Year Celebration

- Teams present their evidence-based research project with a poster presentation
- Presentations are judged for awards
- Pinning ceremony
- Certificate
- Food



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Thank you

- Questions