

Audio file

[NurseResidencyProgramMR_mixdown.mp3](#)

Transcript

00:00:30 Lauren Moran

Alright, welcome listeners to the NYU Nursing Station podcast. This series highlights NYU nurses coming together to share information about daily professional practice and initiatives to improve patient outcomes. My name is Lauren Moran. I am a nursing professional development specialist at NYU Langone Hospital. Long.

00:00:49 Lauren Moran

In today's episode, we will learn all about the new Graduate Nurse Residency program offered to all new graduate nurses hired to NYU during their first year of practice. We will hear from nurse residents and nursing residency program coordinators from across the health system.

00:01:05 Lauren Moran

As a member of the Nursing professional development team, I am involved in the NRP program here at NYU Langone Hospital, Long Island, which is led by our NRP coordinator Manjula Stanislaus and NRP director Vincenzo COG.

00:01:18 Lauren Moran

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00:01:36 Lauren Moran

As of brief introduction, 15% or more of nursing staff in an average hospital are new graduate nurses within their.

00:01:43 Lauren Moran

First year of practice.

00:01:44 Lauren Moran

Nurse residency programs offer support to these novice nurses as they make the transition from the academic setting to the professional practice setting in roles across all specialty areas. Novice nurses are known to face many challenges during their first year of practice. Challenges that include everything from stress to reality, shock role ambiguity.

00:02:04 Lauren Moran

And even in some cases, sleep deprivation, with the risk of new graduate nurses leaving their jobs within the first year, nurse leaders believe that nurse residency programs play a key role in improving new graduate nurse.

00:02:17 Lauren Moran

I'm excited for our campuses to come together today to discuss our new graduate nurse residency programs here at NYU. So let's start with an introduction to our guests. So when I mention your name, if you can just please introduce yourself. So first, we have a former nurse resident Kathy Tom. Kathy, can you introduce yourself?

00:02:37 Kathy Tong

It's Kathy. I graduated from nursing school in 2022 from U Penns Nursing Accelerated program. I was hired at NYU, Long Island in June of 2022, and I started working on hook Tube Neurology, which is a Med surge neuro unit. And then I transferred to the neuro.

00:02:56 Kathy Tong

I see you in April of this year.

00:02:59 Lauren Moran

Thank you, Kathy. We're also joined by two nurse leaders in our health system. First, we have Elizabeth Kapp will be.

00:03:06 Elizabeth Capobianco

Hello.

00:03:08 Elizabeth Capobianco

Hi, my name is Liz Capobianco and I am the Nurse Residency program coordinator for the NYU Manhattan Tish Kimmel campus. I've been the coordinator for 11 years. I'm also one of the nursing professional development specialist, and I myself am also a former nurse resident. I started here in 2001.

00:03:29 Elizabeth Capobianco

Which was our very first cohort of nurse residents.

00:03:33 Lauren Moran

That's awesome. Thank you for joining us today, Liz. No by.

00:03:36 Lauren Moran

Liz.

00:03:37 Lauren Moran

OK. And then we have Hillary dot.

00:03:40

Sure.

00:03:40 Hillary Dutton

Hi, my name is Hillary Dutton. I'm a nursing professional development specialist at NYU Langone Orthopedic Hospital, and I'm also the nurses and C program coordinator here at.

00:03:50 Hillary Dutton

LOH.

00:03:52 Hillary Dutton

Like Liz, I was a nurse resident myself. I was also a member of our first cohort of the Nurse Residency program here at OH.

00:03:59 Hillary Dutton

Back in 2013 and I have been the NRP coordinator since about 2021.

00:04:08 Lauren Moran

It's very neat. Thank you for joining us, Hillary. And actually I noticed we have something in common. I saw from your CV we are both graduates of Villanova University College of Nursing. You are. I was the class of 06. Looks like you were the class of 2012. Always very nice. Always a pleasure to meet another Nova nurse.

00:04:18

That's right.

00:04:22 Hillary Dutton

Yep, that was us.

00:04:25 Elizabeth Capobianco

We're everywhere.

00:04:27 Kathy Tong

Of course.

00:04:29 Lauren Moran

So thank you to all of us for thank you to all of you for joining us today. So I have some questions to guide our conversation and to better understand the experiences of those who've been through the Nurse residency program and all the planning that goes on behind the scenes.

00:04:45 Lauren Moran

So Kathy, you're our former nurse resident. It's OK. We like to start with you. You already told us what unit you work on. NYU Langone hospital. Long Island neurology unit. Shout out because that was also my unit as a staff nurse. So, Kathy, you've you've completed the the residency, is that correct?

00:05:03 Kathy Tong

Yes, I finished April 12th of this year.

00:05:07 Lauren Moran

Excellent. So you went through at Long Island or five seminars. So of all the seminars, could you speak to which seminar stood out to you? What was your favorite? You know, one of the experiences that stood out to you?

00:05:20 Kathy Tong

Yeah, sure. So someone I'd like to add to me would be the mock simulation code. This was like a series of urgent and common patient scenarios that we would see in the hospital where nurse residents would interact with each other in a group and respond to that patient who was who ended up being a code blue.

00:05:40 Kathy Tong

And help me prepare for codes and rapid responses, I feel like the most nerve wracking encounter for new grad nurses is emergency situations and.

00:05:51 Kathy Tong

Blue. It gave me a lot more confidence in facing emergencies similar to this, and specifically it helped me with learning the roles of all the staff during the code blue and the importance of delegation and having a closed loop communication.

00:06:08 Lauren Moran

Thanks. That's great. We hear that from a lot of residents that they enjoy that seminar for. So you got the hands on experience and you know most nurses face their first code during their first year of practice, right?

00:06:22 Kathy Tong

That has actually had a a rapid response, which ended up into a code shortly after graduating residency program.

00:06:29 Lauren Moran

Did we jinx you?

00:06:31 Kathy Tong

Hopefully not, no, it was good. I I was able to be prepared.

00:06:33

Right.

00:06:35 Kathy Tong

For it? Mm-hmm.

00:06:36 Elizabeth Capobianco

Great.

00:06:37 Lauren Moran

Also, I was going to ask you to speak about your experience working on the evidence.

00:06:42 Lauren Moran

These practice projects, so nurse residents have to complete an EBP project during that nurse residency. How did you come up with the topic, and what was it like working with your peers in in the program?

00:06:54 Kathy Tong

Yeah, of course. We came up with the topic when we decided to join the unit based Council on our group during residency. It was encouraged to join a unit, but these Council, we weren't really sure what it was. But then after a few initial meetings, it was really interesting to learn about common things that we see.

00:07:11 Kathy Tong

In the neuro.

00:07:11 Kathy Tong

Floor and one of the biggest problems were.

00:07:14 Kathy Tong

Ulcers and a lot of the patients in the neural ICN on the Med search unit have difficulty with getting out of bed or you know, they're hooked to total enteral feeds where they can't really move.

00:07:26 Kathy Tong

Or they don't have.

00:07:27 Kathy Tong

A full neurostar.

00:07:28 Kathy Tong

Where you know they're able to move their extremities and get off of their sacrum. So that was how we focused on pressure ulcers in the neuro units. It was really interesting. I think learning from that project, gathering data on the neural units was really interesting to the point that I actually started training to become a skin.

00:07:48 Kathy Tong

And Austin the nurse. I think I'm just missing my shadowing hours and then I'll be certified, but that's how we got to our project and we all agreed in terms of in the narrow unit, that pressure was one of the biggest issues with our patients.

00:08:04 Lauren Moran

That's so great. I love that you used your experience from the residency to parlay that into now you're taking on a role as a skin and ask to meet nurse for your unit. That's fabulous. And I'm just. I'm. I'm curious about your impression of the workload of the residency. Did you experience any challenges with keeping up with the work of the nurse residency?

00:08:24 Lauren Moran

Program in addition to being a new graduate nurse in your.

00:08:27 Lauren Moran

Unit.

00:08:29

I don't.

00:08:29 Kathy Tong

Think the workload was overwhelming? I think it was a good amount of work in terms of incorporating, you know, our new work schedule orientation and just being able to have nurse residency blend together. I think one of the biggest challenges, not the workload.

00:08:48 Kathy Tong

More so, the schedule, a lot of the residents were night nurses, so it was very difficult to kind of have our night schedule and then be able to like bounce back to days for residency. That was a challenge more than the workload, I think.

00:09:06 Lauren Moran

Yeah, I can certainly appreciate that. I remember working nights and then, you know, having to attend a class during the daytime is is never easy. So that's that's an excellent point. Thank you, Kathy, for sharing your experiences. I'm proud of you as your educator on the neuroscience unit. I've seen you grow so much and watching you make the transition.

00:09:26 Lauren Moran

Into a really often my school nurse was really special.

00:09:29 Lauren Moran

So thank you.

00:09:31 Kathy Tong

Thank you.

00:09:32 Lauren Moran

OK, Liz, if you don't mind, I'd like to ask you some questions. So again, Liz is the NRP coordinator at Tisch Hospital. That's correct, Liz.

00:09:42 Elizabeth Capobianco

Yes, correct.

00:09:43 Lauren Moran

Right. So can you just tell us about that role about your role and responsibilities with the Nurse residency program?

00:09:49 Elizabeth Capobianco

Yeah. So I am the coordinator of the program, like you said. And so basically I meet the nurse residents that come in in their first week.

00:10:00 Elizabeth Capobianco

Of employment and I really described to them what the Nurse Residency program is, why we have it, why it's important for their professional development, and then every all nurse residents complete a series of seminars throughout the first year, which I coordinate and.

00:10:20 Elizabeth Capobianco

Run and really provide a you know great safe learning experience for them throughout the 1st.

00:10:28 Elizabeth Capobianco

Yeah.

00:10:29 Lauren Moran

Thank you. So can you tell us about the program specifically at your hospital, how is it structured, you know how many seminars do the residents attend? How?

00:10:37 Lauren Moran

Often do they meet.

00:10:39 Elizabeth Capobianco

So we have a total of 48 hour seminars that pick up about after their orientation period is over. So roughly about the four to five month part part of their first year and then they roughly are about every other month until the one year.

00:11:00 Elizabeth Capobianco

And the seminars are a mixture of professional development, professional development information, clinical knowledge, leadership building and and also a lot of integrative health and self-care to really recognize that.

00:11:20 Elizabeth Capobianco

You know, nursing is is a tough job and the adjustment is.

00:11:26 Elizabeth Capobianco

Is not 100% easy on everybody, so we really use a good portion of some of our time to remind nurses that we need to, they need to take care of themselves just as much as they're taking care of others because nursing is meant to be a long career and they're in really the first leg of the marathon and we want them to, to work for many, many years.

00:11:47 Elizabeth Capobianco

So the I find I try and make the seminars as engaging and enjoyable as possible so that really nurses are enjoying the learning process and really putting that skill of lifelong learning and into their skill set as as nurses in their first year.

00:12:05 Lauren Moran

Thank you. I love the emphasis on nurses taking care of themselves, you know, and and starting that early in their career and understanding that that's that's really powerful. Kathy touched on her experience with the evidence based practice project. I understand all residents have to complete that, you know, upon graduation. So can you tell us about that?

00:12:26 Elizabeth Capobianco

So the evidence based practice project is really I consider it their introduction to how nurses influence practice at NYU. I feel that evidence based practice is a very is very rich in culture, in our institution and that nurses are very, very involved.

00:12:47 Elizabeth Capobianco

In.

00:12:50 Elizabeth Capobianco

Improving patient outcomes and really putting interventions into place that do that. So I say, you know really.

00:13:00 Elizabeth Capobianco

It's the first of many projects that they are going to encounter as an NYU nurse, and that the sooner that they learn.

00:13:09 Elizabeth Capobianco

How nurses use the evidence to drive, practice and improve practice the better that is for their for their career and for their practice.

00:13:23 Lauren Moran

Absolutely. I feel like we saw that with Kathy that she, you know, got really interested in in school skin and wound ostomy care. And now she's following up with that as a leader in her unit. What do you think, Liz is the greatest impact that nurse residency programs bring to hospitals?

00:13:41 Elizabeth Capobianco

I really feel that it.

00:13:42 Elizabeth Capobianco

Socializes the nurse to both the profession and to the organization. I feel that when a nurse starts their first career, their first job, I should say they are really just so focused on their unit and coming off of orientation and being independent.

00:14:03 Elizabeth Capobianco

Their practice and.

00:14:04

And.

00:14:05 Elizabeth Capobianco

I feel like that's why our our program purposely picks up after orientation so they can really focus on getting to know the organization as a whole and really know and get to experience nurses in other departments and nurse leaders and really get socialized to the profession and.

00:14:26 Elizabeth Capobianco

Not just what it looks like on their unit, but what it looks like in the hospital as a whole. And I think that really kind of socializing the nurse to the organization really helps them to feel.

00:14:38 Elizabeth Capobianco

More committed to that organization and also I think the fact that they can see right in their first year how much the hospital invests in their, their furthering their education just in that first year because a lot of hospitals, other hospitals I should say focus their resources for furthering nurses.

00:14:58 Elizabeth Capobianco

Education on more senior nurses. So the fact that the second they stepped through the door, the hospital already investing in their.

00:15:07 Elizabeth Capobianco

Both formal and informal education, I think, is a real eye opener for nurses to really want to be committed to an organization that prioritizes that and then after they complete the Nurse residency program, they're afforded so many other opportunities for their education, like conference reimbursement and tuition permission certification.

00:15:27 Elizabeth Capobianco

Bonuses. So I think that.

00:15:30 Elizabeth Capobianco

I think it's really great that they have that first year to kind of know all of, you know, know what lies ahead for them and know what they have to look forward to.

00:15:42 Lauren Moran

That's really great and I love the emphasis on, you know, nurses kind of have the sometimes perspective that all this learning takes place on orientation. And then your orientation and your acclimated and that we know it takes so much longer to to learn your role and acclimate to your organization. So this is the residency is taking them. So beyond that, that short period of orientation.

00:16:01 Lauren Moran

And and their first year of practice.

00:16:01 Elizabeth Capobianco

Throughout.

00:16:03 Lauren Moran

So thank you. Lastly, I understand work is being done to standardize the nurse residency programs across the whole system. So can you tell?

00:16:11 Lauren Moran

Us a little bit about that.

00:16:13 Elizabeth Capobianco

Yeah. So we have a a brand new created role, which is the Systems Director for evidence based practice and it is held by Doctor Kurt Pinto. He is a former nurse resident himself here at Tish, Kimmel and.

00:16:28 Elizabeth Capobianco

He also just recently got his DMP and took on this position. So really he's doing a lot of work with Hillary myself and Julia and Julie. Maribel, who is the program coordinator at NYU, Lincoln, Brooklyn. And so Kurt is really doing.

00:16:48 Elizabeth Capobianco

A lot of great work between all of us to really look at our programs and see what we're doing great. What we need help with and really what another campus is excelling at that we could really adopt as a practice. It's been super, super helpful because I think we all.

00:17:04 Elizabeth Capobianco

Of you know, we have this this content, this curriculum from vision that we're required to implement in the program, but Visio it really gives us a lot of poetic justice, I should say, as to how we implement it. So everyone has a way of doing something that works for their own campus. But I think we all have, you know.

00:17:25 Elizabeth Capobianco

That one area that we struggle with, that it just falls flat, it could be more interesting and you know we've been able to.

00:17:35 Elizabeth Capobianco

Adopt and share things from different campuses and make great improvements. Like for instance, we're required by the giant to cover some content on the business of healthcare. And you know that can be kind of adult topic if you don't have the right kind of spin on it. But.

00:17:55 Elizabeth Capobianco

It also can be really, really interesting if delivered in the right way. So I actually borrowed from Manjula. She made a really cool, like interactive game that really opened up people to what actual things cost like what a hip replacement cost, what a clumsy costs.

00:18:13 Elizabeth Capobianco

And really, when you put the the you know money into it, that could really help a nurse think about their practice, like why it's so important to enforce the clouds or the cloudy bundle. It's because it's going to cost the organization the upwards of \$20,000. And that's all, you know. So I think Angela did a great job.

00:18:33 Elizabeth Capobianco

Of taking a topic that can be super dry and not interesting and make it really not just interesting, but impactful and really kind of leave a message that like sticks with the nurse so.

00:18:47 Elizabeth Capobianco

That's been like the great part of this US really working together. We've always worked together even before Kurt came along, we were always a part of each other's professional wheelhouse. But now really having Kurt really kind of taking the role and really organizing it and.

00:19:06 Elizabeth Capobianco

Really helping us to to really improve and the the goal is to align all their program, all of our programs so that they're very, very similar. So that we can say every nurse resident on any campus is getting the same top quality program.

00:19:22 Lauren Moran

That's awesome. Thank you so much, Liz, for sharing your experiences. We have another leader of the Nurse residency program, Hillary here today. And Hillary, I understand you are the NRP coordinator at Langone Orthopedic Hospital. So can you tell us about the program at your hospital? How is it structured? Is it structured?

00:19:42 Lauren Moran

Similarly to the program that Liz talked about and how often do your new graduates meet?

00:19:50 Hillary Dutton

Sure. So we have some similarities with the the program at TucheL mainly because Liz was the RFP coordinator when our program started. So we she was very helpful and instrumental in getting our nurse residency program off the ground. But I will say that LH is certainly the the smallest NRP.

00:20:10 Hillary Dutton

Program across the system. We are also kind of like the smallest hospital we do specialty orthopedics and and our rusk rehab unit are here as well. So we don't have.

00:20:17 Hillary Dutton

Of the the volume of nurse residents that I know, Liz does up the street at Tish Kimmel, so we have fewer cohorts, usually about 3A year, whereas Liz has one like.

00:20:28 Elizabeth Capobianco

Every other week.

00:20:30 Hillary Dutton

So we're certainly smaller, but we do, we do follow sort of a similar structure in terms of the nurse residency program.

00:20:37 Hillary Dutton

So the nurse residents will start the program after they have progressed through their orientation and probationary period. So usually that's about like they said, about four months after they start here at NYU.

00:20:52 Hillary Dutton

We have 5/8 hour seminars for our first year nurse residency program. Our seminars are held every nine weeks and they are 8 hours long. So the way that we've structured our nurse residency program, each seminar has sort of a theme or a general topic.

00:21:11 Hillary Dutton

For the content for that seminar. So that sort of gives us a little bit of an overarching structure in terms of.

00:21:16 Hillary Dutton

How?

00:21:17 Hillary Dutton

The content is presented to the nurse residents, so our first seminar focuses on patient centered care and then we move into evidence based practice and quality improvement, and our second seminar and introduce the BP project to the residence and provide an outline of what that experience will be like for.

00:21:33 Hillary Dutton

Them.

00:21:34 Hillary Dutton

Our third seminar looks at quality and safety, our 4th seminar.

00:21:38 Hillary Dutton

Combines a little bit of like a clinical observation experience with some focus on healthcare technology and the the use of virtual reality simulation partners residents and then in our final.

00:21:52 Hillary Dutton

Seminar we focus primarily on leadership and professional development and then LOH is also piloting a second year Nurse Fellowship program for graduates of the Nurse Residency program, which continues into their second year of practice and is meant to provide some ongoing leadership and professional development.

00:22:12 Hillary Dutton

Opportunities to help our nurse residents develop into political leaders at the bedside and at.

00:22:18 Hillary Dutton

The point of care.

00:22:21 Lauren Moran

That's great. I'm really interested in that second year Nurse fellowship because, you know, in looking at just some statistics, you see more of a loss of nurses in that second year. So I think that would be interesting to see the impact of that. So Hillary, do you think you could talk to us about how nurse residency programs?

00:22:40 Lauren Moran

From your perspective, help with the goals of magnet being nurse satisfaction, patient satisfaction, and patient outcomes.

00:22:49 Hillary Dutton

Sure. So kind of A22 pronged approach, I would think. I think the first part is the content and the experiences that our nurse residents get through the Nurse Residency program certainly support them in their own clinical practice on their units in their clinical settings and for example.

00:23:09 Hillary Dutton

On our our third seminar, when we focus on quality and safety, a lot of the.

00:23:14 Hillary Dutton

Content there a lot of the experiences are really focused on the prevention of hospital acquired conditions, so.

00:23:21 Hillary Dutton

We go through, you know, infection prevention. We have a sort of like an interactive simulation experience, which we call our zero harm hack escape room. And it's basically a, you know, a way for the the nurse residents to gain some hands on experiences with some half eye prevention, Cody.

00:23:41 Hillary Dutton

And cloudy bundle, the classy bundle and things like that to get some more hands on.

00:23:44 Hillary Dutton

Skills, if that's something that they're not seeing routinely in their in their clinical settings. And so in that way, by giving them additional clinical experiences or giving them additional opportunities to work on those clinical skills, you know it's our our hope that that then translates into their clinical practice and they are able to ensure high quality patient outcomes and the prevention of these hospital acquired.

00:24:07 Hillary Dutton

Conditions and then I think the second part is really the the evidence based practice projects.

00:24:12 Hillary Dutton

Where those are opportunities for the nurse residents to identify areas of opportunity in their clinical settings regarding patient outcomes regarding patient satisfaction, even nurse satisfaction. We've had evidence based practice projects that are about improving nurse satisfaction in clinical areas, and I think like Liz said, that's a way to really.

00:24:32 Hillary Dutton

UM.

00:24:33 Hillary Dutton

Introduced the nurse residents to the idea of evidence based practice of using published evidence, published literature to really support them in their clinical practice and to make sure that the care that they're providing is supported by the best available evidence. And so through that process of coming up with their BP project topics and.

00:24:53 Hillary Dutton

Implementing their small test of change in their clinical setting, I think that's also a way that we're supporting, you know those those magnet principles in ensuring.

00:25:03 Hillary Dutton

That we're providing high quality care and having good outcomes for our.

00:25:07 Lauren Moran

That's great. Thank you. So my next question is for either Hillary or Liz or both. You know, one in my experience, one of my favorite seminars to attend is the graduation seminar here at Long Island. The nurses present their evidence based practice project and they graduate, you know, they're promoted from staff nurse to senior staff nurse.

00:25:27 Lauren Moran

So my question for both of you is, which seminar do you enjoy the most? What, or an experience that stands out to you from the residency as the perspective of the Nurse Residency coordinator?

00:25:41 Elizabeth Capobianco

I agree, Lauren. I love the graduation seminar. It's also it's just great to see their transition from the first day considering I meet them on Day 5 of work and seeing them on Day 365 of work is just really rewarding and.

00:26:00 Elizabeth Capobianco

It's.

00:26:01 Elizabeth Capobianco

Great to see their confidence.

00:26:05 Elizabeth Capobianco

It takes such a such an uptick and also the fact that they're.

00:26:11 Elizabeth Capobianco

Presenting. It's just great to watch them present a project because they are just so knowledgeable and it's just great to see such a huge difference between, you know, day one or day five and day 365 and really just see that transition. And and I also like.

00:26:32 Elizabeth Capobianco

I think when you first present the idea of a project to the next residence, it's not always.

00:26:39 Elizabeth Capobianco

The most well received you know assignment, but to see them actually complete the project and see the meaningfulness of it and seeing that.

00:26:53 Elizabeth Capobianco

They have the ability to take the evidence and implement it into a practice change is very rewarding as not just as a nurse residency coordinator, but as someone who works in the institution. This is how you want your new.

00:27:08 Elizabeth Capobianco

Is to really role model evidence based practice and implementing it at the bedside, so see as a nurse, it's, you know, great to see that and it's great to see our first year nurses really succeed.

00:27:20 Elizabeth Capobianco

At doing that.

00:27:21 Lauren Moran

Absolutely. Thank you. And and Hillary, about what? About you? Any seminar that stands out to you the most or you just love all of them?

00:27:29 Hillary Dutton

I mean, I would.

00:27:30 Hillary Dutton

Echo. You know what Liz said? Graduation is always, I think, a really satisfying experience, both for for me as the Nurse residency coordinator and also for the nurse residents to.

00:27:37 Hillary Dutton

Sort of celebrate.

00:27:39 Hillary Dutton

Their their clinical growth, their professional growth over the course of the.

00:27:43 Hillary Dutton

I don't know that I necessarily have a favorite seminar, but one of the my favorite things that we do for every seminar at OH, is we sort of end each seminar with what we like to call tails from the bedside, and it's basically an opportunity for the for the nurse residents to share clinical narratives, clinical reflections.

00:28:02 Hillary Dutton

About experiences that they've had in their practice, we try to relate them to the to the theme of that particular seminar, but it's really meant to be an opportunity for the the nurses and the nurse residents to share.

00:28:17 Hillary Dutton

Rewarding experiences, challenging experiences. Difficult experiences.

00:28:23 Hillary Dutton

About their practice as a way not only to sort of support them in.

00:28:29 Hillary Dutton

Thinking clinically and thinking critically about their practice and about the practice of the organization, but also an opportunity for, you know, nurses who are practicing and really diverse areas who are in completely different units to see that they're having.

00:28:44 Hillary Dutton

Having similar experiences that the first year of practice is challenging no matter where you are, but that those challenges are shared experiences among the nurse residents. And so I think that's also a really good opportunity for them to sort of build community within the nurse residency program itself and to sort of see that their colleagues.

00:29:05 Hillary Dutton

In the Nurse residency program.

00:29:07 Hillary Dutton

Are having the same struggles are having the same successes that they are, and I think that that to Liz's earlier point also helps really build community and build investment in the organize.

00:29:17 Hillary Dutton

Motion and in the nursing profession as a whole. So I always find that those those particular components of of our seminars are really rich opportunities for discussion and for you know, collaboration amongst the nurse residents.

00:29:34 Lauren Moran

That was really well put and I love that tails from the bedside. I bet you get some pretty good stories.

00:29:40 Hillary Dutton

We do. And it's also, you know, it's also an opportunity for them to raise concerns that they're seeing in their practice like, you know, maybe there's issues that they're having getting supplies at certain times of day or like things like that. And those are things that, as a nurse residency coordinator, we can help.

00:29:54 Hillary Dutton

To the appropriate people to get them the the support that they.

00:29:57 Hillary Dutton

Need in their practice.

00:29:58 Lauren Moran

Right, right. That's great.

00:30:01 Lauren Moran

All right. Well, thank you both. Soon it's said that new graduate nurses learn more in their first year of practice and the rest of their career combined. So whether we.

00:30:10 Lauren Moran

So believe that or not, I think we can all agree the first year makes a deep impression on all of us, and we truly never forget it throughout our career. So I want to say thank you to our panel guests for joining us.

00:30:22 Lauren Moran

Day we hope. I hope you enjoyed speaking and sharing about the new Graduate nurse residency programs here at NYU, and I want to offer a heartfelt thank you to everyone involved in the nurse residency programs. As you support our novice nurses as they transition to practice. Patricia Benner would be quite proud of all the work that's being done behind the scenes to make our novice nurses.

00:30:42 Lauren Moran

Successful and lastly, I just want a reminder for this session is eligible for 0.5 contact hours. A survey will be posted with the recording. Please access and complete the evaluation to attain the certificate and this is the Nursing station podcast signing off. Thank you.