

# Nurse Residency Program

For more information about the Nurse  
Residency Program or to  
submit an online application, visit:  
[mclaren.org/northernNRP](http://mclaren.org/northernNRP)

## PROGRAM CONTACTS:

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## Program Overview

The Nurse Residency Program (NRP) at McLaren Northern Michigan provides newly graduated nurses the benefit of mentoring and support, essential for successful personal and professional development. The NRP utilizes the Vizient/AACN Nurse Residency Program Curriculum to provide interactive learning opportunities as well as ongoing clinical coaching at the point of care. As a Magnet® Organization, we are committed to nursing excellence and a successful transition to a nursing career. We offer many opportunities to learn and grow within the organization, and are proud of our nurses and their commitment to providing safe and excellent care.

## The Nurse Residency Program Includes:

- Vizient/AACN NRP Evidence-Based Curriculum focused on the Professional Role, Leadership, and Patient Outcomes.
- Monthly educational classes including clinical laboratory simulation sessions for 1 year.
- Emphasis on critical thinking and clinical reasoning skills.
- Completion of evidence-based practice project to improve patient care or processes.
- Resources for stress management and self-care.
- Individual Professional Career Development Planning.

## Nurse Residency Program Goals:

- Make the transition from advanced beginner to competent and confident professional nurse in the clinical environment.
- Provide key clinical nursing leadership at the point of care.
- Develop effective decision-making skills related to clinical judgment and performance.
- Integrate research-based evidence linked to practice outcomes in your care delivery.
- Strengthen your commitment to the nursing profession.
- Provide strong coaching to bridge the gap between education and practice.

## Nurse Residency Program Timeline:

- Cohorts offered three times per year.
- Start dates coordinated to accommodate May, August, and December graduates.

## Commitment and Engagement:

- Attend and participate in monthly scheduled seminar sessions.
- Complete program surveys and evaluations.
- Complete Evidence-Based Practice Project.
- Commit to employment at McLaren Northern Michigan for two years post residency.