

**TOPIC: IN SUPPORT OF RESEARCH FOR RESIDENCY  
PROGRAMS FOR REGISTERED NURSES**

**SUBMITTED BY: California State University, Sacramento**

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1 WHEREAS, a 2003 National Council of State Boards of Nursing Employers  
2 Survey found that only 41.9% of both associate and bachelor  
3 graduates and 48.8% of diploma graduates were believed to be  
4 “prepared to provide safe, effective care” by their employers  
5 (Smith & Crawford, 2004, p. 17); and

6 WHEREAS, the Casey, Fink, Krugman, & Propst (2004) study “The New  
7 Graduate Nurse Experience”, including previous studies reported  
8 in this literature, clearly show that graduate nurses experience  
9 stress, feelings of inadequacy, and deficits in both skill and  
10 knowledge domains while transitioning into practice (p. 309); and

11 WHEREAS, negative perceptions of first job experiences may cause nurses to  
12 leave their positions, doing little to help with nursing shortages,  
13 and wasting precious recruitment and orientation resources  
14 (Bowles & Candela, 2005, p. 16); and

15 WHEREAS, current nurse residency programs consist of a standardized  
16 curriculum and preceptorships, with select residency programs also  
17 including separate mentorships, peer-support components, and  
18 educational classes (Robert Wood Johnson Foundation [RWJF],

19 2005, Background section, para. 1; Sumner & Cornett, 2007, para.  
20 9-10); and

21 WHEREAS, published hospital reports cite a noticeable increase in retention  
22 rate for new graduates after attending residency programs (Thrall,  
23 2007, p. 64; Sumner & Cornett, 2007, para. 15); and

24 WHEREAS, nurses convey an increasing amount of confidence, competence,  
25 and mastery of their jobs upon completion of nurse residency  
26 programs, as well as feelings of improvement in their ability to  
27 organize and prioritize (RWJF, 2005, Findings section, para. 1);  
28 therefore be it

29 RESOLVED, that the California Nursing Students' Association (CNSA) support  
30 current and future research studies to determine a standardized  
31 curriculum and appropriate length of time for residency programs,  
32 to create both competent and confident nurses through a  
33 transitional period that would provide decreased stress; and be it  
34 further

35 RESOLVED, that the CNSA urge faculty members to confer with hospital  
36 managers with the goal of developing residency programs for new  
37 graduate nurses in every hospital; and be it further

38 RESOLVED, that the proposal to create nurse residency programs be published  
39 in the convention program and *Range of Motion* to promote  
40 awareness of the need for such residency programs; and be it  
41 further

42 RESOLVED, that the CNSA send a copy of this resolution to the American  
43 Nurses Association, the National Council of State Boards of  
44 Nursing, the National League for Nursing, the American  
45 Association of Colleges of Nursing, the National Organization for  
46 Associate Degree Nursing, and any other organization deemed  
47 appropriate by the CNSA Board of Directors

