

# Nursing Economics®

THE JOURNAL FOR HEALTH CARE LEADERS

A Jannetti Publications, Inc. Journal

## CNE A Magnetic Strategy for New Graduate Nurses

SERIES Diana Halfer

With the shortfall of nurses, more health care organizations are actively recruiting new graduate nurses. To translate active recruitment to successful retention, however, these newest nurses need support to make the adjustment from the security of a protected academic environment to the demands of a professional nursing career. Nursing turnover occurs when their role transition is unsuccessful. A unique model implemented in 2003 transformed new graduate nurses into confident staff nurses in an acute care setting. The insights gained and the investments required for a "magnetic" strategy to make new graduate nurses successful new staff nurses who stay with the organization are revealed.



Diana Halfer, MSN, RN, describes a multi-faceted orientation program that reduced new grad turnover by more than 50%. See page 6.

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## CNE Return on Investment: Benefits and Challenges of a Baccalaureate Nurse Residency Program

SERIES

Rosemary Pine and Kathryn Tart

There are high rates of turnover among graduate nurses within the first year of employment. As the costs of recruitment and orientation have increased, employers are examining new strategies for increasing retention among this population. The Methodist Hospital, Houston, TX, partnered with an academic institution and University Health Consortium to apply an implementation strategy where graduate nurses participate in a year-long residency program. The residents attended monthly sessions that addressed pertinent needs of the group. During this 1-year period turnover decreased from 50% to 13% and return on investment was 326.5%.



Rosemary Pine, MSN, RN, CDE (left), and Kathryn Tart, EdD, RN, CNE (right), discuss a nurse residency program to tackle new grad turnover. See page 13.

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## Foreign-Educated Nurses: An Overview of Migration And Credentialing Issues

Tanya Bieski

It is important for nursing administrators to understand the migration and credentialing process as they integrate foreign-educated nurses into United States health care systems. Issues and considerations related to migration and credentialing of foreign-educated nurses are summarized.



Tanya Bieski, BSN, RN, explains the processes and issues of global nurse migration. See page 20.

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## An Economic Analysis of Patient Simulators for Clinical Training In Nursing Education

Kirk C. Harlow and Susan Sportsman

Patient simulators have become widely used in medical education including increasing use in nursing education. Research suggests their usefulness in developing nursing competence. Little research to date, however, has examined the financial feasibility of the use of patient simulators as an educational tool. The extent to which a simulation lab comprising six Laerdal™ SinnMan™ high-fidelity patient simulators and a staff of nurse educators is a financially feasible alternative to classroom-based education is examined.

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## The Impact of Nursing on Patient and Organizational Outcomes

Amelia M. Joseph

The impact of nursing on patient and organizational outcomes has received significant attention from researchers in the past 10 years. Although some research has been based on a theoretical framework, to date, there has not been one, consistent framework that can guide this research. In addition, the frameworks that have been used do not identify nursing as the pivotal concept in the model. The purpose of this article is to identify a framework to guide such research with an emphasis on nursing as the essential concept. Unit culture, nurse staffing, staffing mix, and other variables do not have a direct effect on outcomes. It is only through these variables' influence on the delivery of nursing care that outcomes are affected.

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