

Thank you for choosing UVA Health to foster your nursing career. Over the next 2 weeks, we hope to provide you with a robust and comprehensive orientation experience to set you up for success before you begin onboarding on your dedicated unit. This syllabus is a resource to help visualize your learning opportunities and resources to support your transition to practice!

Education and Onboarding Resources

Orientation

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Mentorship Programs

[Mentorship Programs](#)

Classrooms

Nursing Professional Development Services
999 Grove Street, Charlottesville, VA
Classroom 1160 and 1170
Northridge Nursing Professional Development
2965 Ivy Road, Charlottesville, VA
University Medical Center
1215 Lee Street, Charlottesville, VA

First Steps...Nursing Orientation and Simulation

Week 1

Monday	Tuesday	Wednesday	Thursday	Friday
HR Orientation <ul style="list-style-type: none"> Onboarding Scavenger Hunt (1-9, IT, Badge) LUNCH <ul style="list-style-type: none"> CNO Welcome Wisdom & Wellbeing NPDS Specimen Collection POCT (Glucose, ABGs) Patient Companion Onboarding Work on Modules 	Welcome <ul style="list-style-type: none"> Infection Control PolicyTech Documentation Stepping in for Respect NPGO Suicide Advanced Care LUNCH <ul style="list-style-type: none"> Medication Safety Medical Emergency Response 	Welcome INPATIENT <ul style="list-style-type: none"> Minimal Lift Interoperability (IOP) Patient Control Analgesia (PCA) Nomogram Falls Restraints HAPI AMBULATORY <ul style="list-style-type: none"> Rooming Charge Capture Triage v. Intake Checking on Patients Documentation Orders Mobilization and more 	EPIC & Modules	EPIC & Modules

Week 2

Monday	Tuesday and Wednesday	Thursday	Friday
Time as directed by Unit Manager and NEC	<ul style="list-style-type: none"> Infection Control and Prevention Sharps Safety Vitals signs Cardiac Playground (e.g., Zoll defibrillator, GE Monitor) POCT Testing & specimen labeling HAI, CHG Treatment Medication Administration and Management Wound Management (e.g., culture, dressings) Aspiration Prevention, Oxygen Therapy & Airway Suctioning 	BLOCKED	BLOCKED

Next Steps...Learning in your Practice Area

For onboarding nurses and the nursing community, the preceptor becomes the carrier of culture, demonstrating the impact of culture in a way that exhibits its influence and impact on nursing practice and patient care. (Porter-O'Grady, 2024).

The Preceptor assists the new graduate nurse to focus on two concepts of readiness in nursing; practice readiness and workplace readiness. Practice readiness allows for a user-friendly environment for learning that supports safe, high-quality patient care; while workplace readiness shares with the new nurse a supportive clinical environment that offers positive, social experiences that create connections among the team members. (Porter-O'Grady, 2024).

UVA preceptors exemplify these concepts and share their expertise in clinical practice and team member experiences to give you full enculturation to your practice area.

Your preceptor is your connection to the unit, your patient, and your practice.

Unit-based Education

Region	Educational Resources	Topics and Content
Adult Inpatient Adult Inpatient	Workday Relias Lippincott PolicyTech Life Support Learning Center Workday Relias Lippincott PolicyTech Life Support Learning Center	CBL modules and Professional Development Core Curriculum classes based on Unit Peritoneal Dialysis Multimodal activities that support education of the following topics and areas for development: <ul style="list-style-type: none"> ● Asepsis & Procedural (Lippincott) ● Safety & Mobilization ● Patient Education & Population Specific ● Inter-professional Collaboration & Team Development ● Rights to Medication & Regulatory (PolicyTech) ● Emergency & Suicide ● Standard Operating Procedures (PolicyTech) ● Certification prep and CEs (Relias) ● Mock Code, BLS, ACLS
Ambulatory Adults and Pediatrics	Workday Relias Pediatric Learning Solutions Lippincott PolicyTech Life Support Learning Center	CBL Modules and Professional Development Core Curriculum Classes based on service line Clinic-specific education to include multimodal activities that support education of the following topics and areas for development: <ul style="list-style-type: none"> ● Asepsis & Procedural (Lippincott) ● Safety & Mobilization ● Patient Education for Specific Populations ● Inter-professional Collaboration & Team Development ● Rights to Medication & Regulatory (PolicyTech) ● Emergencies & Suicide ● Standard Operating Procedures (PolicyTech) ● Certification prep and CEs (Relias) ● Mock Code, BLS, ACLS, PALS (LSLC)
Children’s Hospital Peds Acute & IMU PICU NICU	Workday Relias Pediatric Learning Solutions Lippincott PolicyTech Life Support Learning Center	PEDS Acute & IMU <ul style="list-style-type: none"> ● Acute Care Pediatrics New Hire RN Orientation Learning Program (Pediatric Transplant and Trauma CBLs, Peds Cardiac Defect education, and PLS: General Post-op Care of the Transplant Patient) (Due in 30 days) (Workday)

<p>Children’s Hospital</p> <p>Peds Acute & IMU PICU NICU</p>	<p>AWHONN</p> <p>Workday Relias Pediatric Learning Solutions</p> <p>Lippincott PolicyTech Life Support Learning Center AWHONN</p>	<ul style="list-style-type: none"> • Acute Care Pediatrics RN Education IMU Learning Program (Chest Tubes, Tracheostomy, Sepsis, Pediatric Cardiac care, craniotomy, Thoracic Trauma, Traumatic Brain Injury, and Pediatric Shock) (Due in 90 days) (Workday) • Acute Care Pediatrics Blended Program (Due at the end of the first year) • Trauma Core Curriculum • Pediatric Core Curriculum • Annual 4-hour trauma requirement <p>PICU</p> <ul style="list-style-type: none"> • Clin 1 receives 10 Simulations • Transplant Core Curriculum • CRRT • Aquadex • Education on open chest and thoracic cardiovascular and post-operative cardiovascular • Pediatric Advanced Life Support • Procedural Sedation training • Annual PICU CBLs + skills day (3x per year) • Lecture day- vent and resp support, ABG, lab and Xray interpretation, common gtts, bereavement, comet, NIRS, Sedation and withdrawal guidelines • Mechanical Circulatory Support Devices: Ventricular Assistive Devices • Clin 1s receive 28 PLS modules • Annual 4-hour trauma requirement <p>NICU</p> <ul style="list-style-type: none"> • Neonatal Orientation and Education Program. • Families In Crisis • Transition To Extrauterine Life • Physical Assessment; The Respiratory System; Cardiovascular System; Gastrointestinal System; Metabolic and Nutritional Support; Renal and Endocrine Systems; Hematology and Immunology; Neurologic System • Issues Affecting the Late Preterm Infant; • Newborn Skin and Skin Care • Lactation Support in the NICU • Neonatal Procedures • Developmental Care and Management of Pain and Stress • Genetic Disorders and Congenital Anomalies
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		<ul style="list-style-type: none"> PLUS Unit Based Onboarding Classes (total 5 in-person classes covering various NICU topics) Neonatal Resuscitation Program NICU Preceptor Bootcamp
Critical Care	<p>Workday Relias ECCO</p> <p>Lippincott PolicyTech Life Support Learning Center</p>	<p>Care of Critically Ill Pts; Cardiovascular Disorders; Pulmonary Disorders; Hemodynamic Monitoring; Neurologic Disorders; GI Disorders; Renal Disorders; Endocrine Disorders; Hematological Disorders; Multisystem Disorders</p> <ul style="list-style-type: none"> 18 online modules (52 hours) due at 6 months (ECCO) Orientation 20 weeks with a preceptor
Emergency Department	<p>Workday Relias Pediatric Learning Solutions ED NRP</p> <p>Lippincott PolicyTech Life Support Learning Center</p>	<ul style="list-style-type: none"> Cardiology; Shock & Sepsis; Respiratory; Neurological; Metabolic & Behavioral; Trauma 1 and Trauma 2; Gastrointestinal & Genitourinary; Special Population: Obstetrical & Pediatric; Older adults and putting it all together (ED NRP) <p>Simulations & Case studies; Clinical Judgement Rubric; Coach Material; Reflection Session topics (ED NRP)</p>
Perioperative	<p>Workday Relias Peri-op Program</p> <p>Lippincott PolicyTech Life Support Learning Center</p>	<ul style="list-style-type: none"> Peri-op 101- Based on AORN and Alexander's Care of the Patient in Surgery In-person classes 6-month orientation with preceptor
Procedural	<p>Workday Relias Lippincott PolicyTech Life Support Learning Center</p>	<ul style="list-style-type: none"> The Perception Prescription AIDET Central Line Use Chest Tubes - Atrium Oasis 3600 Capnography and Pulse Oximetry Fundamentals Heart Failure - Digital IV Insulin Therapy Glucommander - RN Malignant Hyperthermia Awareness and Response in Non-OR Settings Procedural Sedation by Non-Anesthesiologists: Role and Responsibilities of Sedation Monitors, Proceduralists, and Sedation Providers

		<ul style="list-style-type: none"> • Standard Work for Transdermal Medication Patches in Perioperative and Procedural Areas • Pre- and post-procedure care • Cardiac monitoring, basic cardiac rhythms, 12 lead ECG • Procedural sedation • Zoll AED 3 and R Series defibrillator • Peri-anesthesia Nursing • Heart Center Core Curriculum • IV Insertion and Phlebotomy
<p>Women's Services</p> <p>Mother/Baby</p> <p>Labor & Delivery</p>	<p>Workday Relias</p> <p>Lippincott PolicyTech Life Support Learning Center ASPAN</p>	<p>Women's Core Curriculum</p> <p>Safety and emergency preparedness; postpartum care; postpartum hemorrhage; newborn care; newborn complications; Antepartum Care and Complications; External Fetal Monitoring and Intrauterine Resuscitation</p> <p>Trial of Labor after C-section; Apnea of Premature infants; Breastfeeding basics, patient education, ethical and legal issues: cardiovascular disease and Pregnancy; Caring for the Patient Post Cesarean Section; Fetal monitoring; Maternal and fetal complications; Gestational diabetes; Uterine Atony; Shoulder dystocia; Neonatal congenital heart disease; Neonatal system-based conditions and emergencies</p>

Now on to the Nurse Residency Program!

What is the Nurse Residency Program and why do you need it?

Congratulations on completing nursing school and passing the NCLEX! Here you are now starting your first job as a registered nurse. Are you ready to take a patient assignment? ***The Nurse Residency Program is designed to help you say yes to that question.*** This course is based on ANA Scope and Standards of Practice as well as intentional learning and reflective practice. You will learn to be present in the moment and intentional with your thinking. You will discover practices that will help you interrupt judgmental thinking and negative attitudes. This will be helpful when you get to your unit or department, as you will find yourself going in many directions while simultaneously holding someone's care and safety in your hands. And you CAN do this! The benefits of intentional practices are invaluable in many professions, but more specifically in nursing.

This course prepares you to meet the joys and the challenges of bedside nursing through a purposeful transition to practice program that transports you from an advanced beginner to a competent clinician.

All your experiences during your first year, whether with the patient on the unit or in a learning environment, will allow you to synthesize, apply, and refine your clinical skills and enhance a spirit of inquiry to deliver safe, high-quality patient care.

Guest speakers, subject matter experts within UVA Health, come to your class and discuss current standards and evidence-based practices. Through experiential contemplative practices and reflective journaling, you will make powerful connections between principle and practice that will foster your professional growth far beyond this course. Embrace this journey with an open mind and allow yourself to enjoy your job and live life in a purposeful and meaningful way.

What will I accomplish in this course?

By the end of the program, you will:

- Communicate your vision of learning as a lifelong process.
- Appreciate contemplative practices in learning and identify how these offer effective support to your resilience.
- Through a variety of resources and practice situations cultivate the ability to critically think and analyze how to problem solve patient conditions in real-time.
- Recognize the valuable contribution you and your nursing practice impart to the medical center daily.
- After practicing behaviors that foster resiliency and mindfulness, commit to habits that will promote work/life balance and decrease daily stress.
- Exhibit a spirit of inquiry that empowers you to seek change and improve processes on your unit that will positively impact the organization.
- Develop a rich understanding of the importance of nursing research and apply the evidence it provides to support your professional nursing practice.

What will I be learning in the Nurse Residency Program?

Region	Class	Topics
All Clin 1s	Class 1	<ul style="list-style-type: none"> • Introduction to the NRP with activities • Corporate Compliance and Avoiding Social Media Risk • The Joy of Journaling to Enhance Critical Thinking • Mind Training for Resilience • Self-Care for Nurses: Small Doses for Wellness
Adult Inpatient Ambulatory Procedural Periop	Class 2	<ul style="list-style-type: none"> • Gel in and Breathe • Evidence-based skin care – Wounds, HAPIs, and Ostomy • Breakout Session* • Self-Care for Nurses: Small Doses for Wellness
Children’s Hospital Children’s Clinics	Class 2	<ul style="list-style-type: none"> • Anatomy and Physiology of the heart and overview of Pediatric Cardiac Surgery • Pediatric Congenital Heart Defects • Self-Care for Nurses: Small Doses for Wellness
Adult Inpatient Ambulatory Procedural Periop	Class 3	<ul style="list-style-type: none"> • My Manager My Ally • Clinician 2 Panel • Managing the Changing Patient Condition • Self-Care for Nurses: Small Doses for Wellness
Children’s Hospital Children’s Clinics	Class 3	<ul style="list-style-type: none"> • Introduction & Breastfeeding Support at UVA, Baby Friendly Hospital Initiative, Supporting Breastmilk Feeding in the Hospitalized Patient, Pumping 101 and Latch Basics and Troubleshooting • Self-Care for Nurses: Small Doses for Wellness
Adult Inpatient Ambulatory Procedural Periop	Class 4	<ul style="list-style-type: none"> • RN Delegation to CNA, PCT, MA • Medication Safety • Breakout Session* • Self-Care for Nurses: Small Doses for Wellness
Children’s Hospital Children’s Clinics	Class 4	<ul style="list-style-type: none"> • Feeding and Speaking • Getting Our Patients Moving • ADLs and All Things OT • What do they eat? • Promoting Positive Coping • Self-Care for Nurses: Small Doses for Wellness
Adult Inpatient Ambulatory Procedural Periop	Class 5	<ul style="list-style-type: none"> • Ethics and Moral Distress • Pain management • Breakout Session* • Self-Care for Nurses: Small Doses for Wellness
Children’s Hospital Children’s Clinics	Class 5	<ul style="list-style-type: none"> • Pediatric Palliative Care • Pediatric Pain Management-Joy Miller, MSN, RN, CPNP-PC • Self-Care for Nurses: Small Doses for Wellness
All Clin 1s	Class 6	<ul style="list-style-type: none"> • Quality Nurse Sensitive Indicators and EBP • Evidence-Based Practice in Nursing and EBP project • Self-Care for Nurses: Small Doses for Wellness

Adult Inpatient Ambulatory Procedural Periop	Class 7	<ul style="list-style-type: none"> End-of-life care Organ donation EBP Project Prep Self-Care for Nurses: Small Doses for Wellness
Children's Hospital Children's Clinics	Class 7	<ul style="list-style-type: none"> Infection Prevention and Control Review of EBP Tools and Resources Resilience and Reflection
Adult Inpatient Ambulatory Procedural Periop	Class 8	<ul style="list-style-type: none"> Diabetes management Building the RN CLIN 2 Portfolio Breakout Session* Self-Care for Nurses: Small Doses for Wellness
Children's Hospital Children's Clinics	Class 8	<ul style="list-style-type: none"> Codes, PERTS, Sepsis, NRP (Neonatal Resuscitation Program): Building the RN Clin II Portfolio Self-Care for Nurses: Small Doses for Wellness
Adult Inpatient Ambulatory Procedural Periop	Class 9	<ul style="list-style-type: none"> EBP Project Discussion Sepsis Best Practices and Use of MET Breakout Session* Self-Care for Nurses: Small Doses for Wellness
Children's Hospital Children's Clinics	Class 9	<ul style="list-style-type: none"> Sinus Rhythms and when Atrial Rhythms Go Bad Junctional and Ventricular Rhythms EKG Family Feud Self-Care for Nurses: Small Doses for Wellness EBP Project
Adult Inpatient Ambulatory Procedural Periop	Class 10	<ul style="list-style-type: none"> Infection Prevention and Control Podium Presentations 101 EBP project workshop Self-Care for Nurses: Small Doses for Wellness
Children's Hospital Children's Clinics	Class 10	<ul style="list-style-type: none"> Diabetes Education & Update Medication Safety Work on EBP Project Self-Care for Nurses: Small Doses for Wellness
Adult Inpatient Ambulatory Procedural Periop	Class 11	<ul style="list-style-type: none"> Tough Conversations with activities Self-Care for Nurses: Small Doses for Wellness EBP Rehearsal
Children's Hospital Children's Clinics	Class 11	<ul style="list-style-type: none"> Delegation Making Your Presentation a Great One- EBP Project Completion Self-Care for Nurses: Small Doses for Wellness
All Clin 1s	Class 12	<ul style="list-style-type: none"> Professional Development Day EBP Project Presentations

* Breakout Sessions include Clinical Reflections that apply the ANA Scope and Standards of Practice to topics discussed in class. EBP Project work with coaching and mentoring by Resident Facilitators is part of the later breakout sessions. The concluding segment of each breakout session is devoted to self-care activities and journaling enhanced by key components within the text, *Self-Care for Nurses: Small Doses for Wellness*. Breakout sessions are designed to promote critical thinking and clinical reasoning through the application of topics discussed in class to the Clin 1s practice setting.

What about self-care for new graduate nurses?



To all nurses: May you care for yourselves and each other with the same fierceness that you care for your patients and their families.

- May, Cunningham & Fontaine (2023)

Mindfulness practice helps nurses to be more fully present with their patients and themselves. The ability to pay attention to what is happening “right now,” in this room with this patient, and not be distracted by other demands and concerns, creates space to use your wisdom and knowledge effectively and with care for the dignity of each patient. (Bernhardt, 2019, p.16)

Learning Self Care in small doses

As a Clin 1 in the Nurse Residency Program you will receive a “text book” on how to care for yourself during your first year in nursing, *Self Care for Nurses Small Doses for Wellness*. Each class will have a portion of time devoted to discussing ways to find joy, contentment, appreciative practices and more. This will develop wellness practices that can benefit you both professionally and personally.

Reflective Writing

Have you ever experienced both positive and negative feelings about something? Do you believe something can be beautiful and terrible at the same time? When was the last time you changed your mind about something you believed to be incorrect? Reflective writing channels your inner beliefs, thoughts, values, and feelings about an event, an experience, or a concept and challenges you to critically think about the bias we all inevitably have and may want to interrupt. Journaling is a tool to gain a deeper understanding of your transition to practice and to stretch your critical thinking skills. You will complete a minimum of two entries each month, one on an experience or question involving the class topic for that month and a second on a topic related to self-care that comes from your book, *Self Care for Nurses: Small Doses for Wellness*. As you write, contemplate how you feel about this topic or experience, what was your reaction to what happened and what changes would you make if given the chance? In other words, do a deep dive into your feelings and process your

thoughts through writing as an ongoing reflective practice. Detailed instructions on the journal entries will be given in class 1, and the first journal entry will be done together as a class.

How You Will Know You Are Learning?

Self-Evaluation

You will utilize a form to complete a self-evaluation that is based on setting SMART goals.

Preceptor Evaluation Tool

You and your preceptor will determine incremental goals for your precepted experience. Your preceptor will meet with you to review your performance and offer feedback on successes and opportunities for improvement.

Manager Orientation Checklist

Your Nurse Manager or Assistant Nurse Manager will meet with you every month for the first 6 months, to review your questions and concerns, as well as discuss your experience and enculturation to your practice setting. This is a wonderful opportunity for you and your leadership team to get to know each other and for you to learn more about your workplace setting.

Textbooks:

Advisory Board Company Nursing Executive Center, (2009), *the Critical Thinking Toolkit*.

May, N., Cunningham, T., & Fontaine, D. (2023), *Self care for nurses: Small doses for wellness*. Sigma Theta Tau International, Indianapolis, IN

References

Bernstein, S. (2019) Being present: Mindfulness and nursing practice, *Nursing*, 49(6): 14-17

May, N., Cunningham, T., & Fontaine, D. (2023), *Self care for nurses: Small doses for wellness*.

Sigma Theta Tau International, Indianapolis, IN

Porter-O'Grady, T. & Malloch, K. (2024). Renewing the nursing culture: Sustaining the professional community of practice through the role of the preceptor, *Nurse Administrator Quarterly*, Vol. 48, No. 2, pp. 87–96