

Thoughts from Past Nurse Residents



“Nurse residency gave me an opportunity to share my own and listen to the experiences of other new nurses. It’s a safe space to decompress and to get advice. Nurse residency provided me more information on subjects that nursing school only touched on. Each month we’re given lectures about topics ranging from early signs of septic shock and wound vac maintenance, to approaching physicians and preparing your patient for various surgeries.

Experienced nurses, leaders of departments within the hospital, and even the CNO came to speak to us about their careers and how much Deaconess has helped them. This program gave me confidence to do my job and an understanding of the protocols and procedures that Deaconess abides by. Nurse residency does nothing but promote success and acceptance. It’s put in place to ensure that new nurses have every opportunity to excel in their profession.”

— Kendyl A., ASN, RN



“As I began to apply for positions at the hospitals in our region, I was impressed by the investment Deaconess makes in its graduate nurses. The residency program is just one way Deaconess helps new grads bridge that BIG jump from student nurse to registered nurse. The staff in the education department are enthusiastic and genuinely care about equipping new grads to better handle their transitions to a staff nurse.

The monthly residency classes allowed me to meet new grad nurses from other units, which helped me realize I wasn’t alone with all the questions, uncertainties and growth I was experiencing both during orientation and the first few months out on my own in the ER. The residency classes also created opportunities to learn about other departments that support nurses, such as the wellness program.

Overall, I finished the residency program feeling more confident as a new nurse and also with greater knowledge about all the many support services Deaconess offers to its new graduate nurses.

— Ben H., ASN, RN

Who We Are

Chelsea Barrett, BSN, RN, CMSRN

Nurse Residency Instructor

Email: chelsea.barrett@deaconess.com

Office Phone: 812-450-5016

Stephanie Hirons, MS, LMHC, PMH-BC

Mental Health Coordinator

Email: stephanie.hirons@deaconess.com

Office Phone: 812-471-4586

Hannah Westrick, Senior Recruiter

Human Resources

Email: hannah.westrick@deaconess.com

Office Phone: 812-450-4095



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Deaconess Nurse Residency

Providing the Highest Quality
of Care for Our Patients Starts
with Our Exceptional Nurses.
Become a Nurse Resident TODAY!



What Is a Nurse Residency Program?

Nurse residency programs support and empower new nurses as they begin their career. Nursing graduates build confidence, share personal experiences, and better understand the evidence-based approach in the clinical setting after completing residency programs.

How Do I Become a Nurse Resident?

- Graduate from a nursing program within the past six months
- Become an employee with Deaconess as a graduate nurse
- Attend new nurse orientation through Deaconess, where you will be supplied with all necessary information to enroll in our residency program.

Benefits of Joining a Nurse Residency Program

Our nurse residency program is something you don't want to miss out on! It allows nurses to feel empowered from the very beginning. Each nurse resident is provided a **personal mentor** for support and guidance to aid in their professional transition into nursing practice.

Confidential monthly debrief sessions are available to discuss nursing experiences and network with fellow nurse residents. This program also hosts 12 months of continuous learning sessions that will help nurses establish critical thinking skills and understand Deaconess policies and procedures.

12-MONTH RESIDENCY PROGRAM

SESSION #1: I'VE GRADUATED FROM NURSING SCHOOL. NOW WHAT?

- Time management techniques
- Delegation
- Interprofessional communication
- How to call the physician

SESSION #2: PINCH, POKE, YOU OWE ME A COKE!

- Basics of IV insertion
- Hands-on learning and practicing IVs

SESSION #3: STOP SEPSIS IN ITS TRACKS

- Recognizing signs and symptoms of sepsis
- Prevention
- How to care for septic patients

SESSION #4: WOUND YOU LIKE TO KNOW?

- Troubleshooting wound vacs
- Hands-on learning with wound vacs

SESSION #5: GOODBYE HAIs

- What are hospital-acquired infections?
- Learn about quality initiatives
- How do I prevent HAIs as a nurse?

SESSION #6: FEELING ANY DOUBTS? CHECK IT OUT!

- Patient Safety = Our Priority
- See an Error? Speak Up!

12-MONTH RESIDENCY PROGRAM

SESSION #7: MISSION POSSIBLE: SENDING MY PATIENT TO SURGERY

- Steps to success prepping my patient for surgery
- Standards of documentation for surgical prep

SESSION #8: PRACTICING PATIENCE FOR THE ANGRY PATIENT

- Techniques for de-escalation
- Hands-on learning with real patient scenarios

SESSION #9: CALL A CODE, MY PATIENT IS BLUE

- Crash cart overview
- What do I do if my patient codes?

SESSION #10: SURVIVAL SCENARIOS

- Lets talk about medical mistakes
- Process resolution

SESSION #11: OWNING YOUR PROFESSION

- Options for growth within your career
- Want to be more involved? How can I do that?

SESSION #12: PATH OF BECOMING A PRECEPTOR

- Benefits of becoming a preceptor
- Opportunity for advancing my degree further
- College cohort visits