

# Sanford Health Nurse Residency Program FAQs

## How do I apply to the program

A separate application for the Sanford Health Nurse Residency Program is not required. If you have less than 12 months RN experience and accept a position in a participating facility, you will be enrolled in the program.

## Will I be hired into a specific registered nurse position in a specific work area or unit, or will I be hired into the Nurse Residency Program and choose my permanent position and unit later?

You will be hired into a specific work area or unit. Search jobs listings at <https://sanfordhealth-nursing.jobs/> for current opportunities.

## Who is eligible to be in the program?

Every nurse with less than 12 months RN experience who accepts a position at a participating facility, will be automatically enrolled in the program.

## Do I have to participate?

Sanford is committed to supporting the successful transition of all new nurse graduates with less than 12 months of experience by providing the nurse residency program. Active participation from all new nurse hires that meet program qualifications is required.

## Do I need a bachelor's degree to be in the NRP?

No, all nurses with less than 12 months RN experience who accept a position in a participating facility, will be automatically enrolled in the program.

## I have LPN experience can I be in the NRP?

Currently, the nurse residency program is for RNs who accept a position a participating facility.

## I am an enterprise float nurse, can I be in the NRP? Long term travel nurse?

Yes, those enterprise new graduate nurses that meet the program requirement of less than 12 months of experience are automatically enrolled into the nurse residency program if assigned to a participating facility.

## How often do you offer the Nurse Residency Program?

The Sanford Nurse Residency program is generally offered 3 times a year. The program starts cohorts in January, May and September.

## Will I be paid to attend the NRP and am I eligible for benefits?

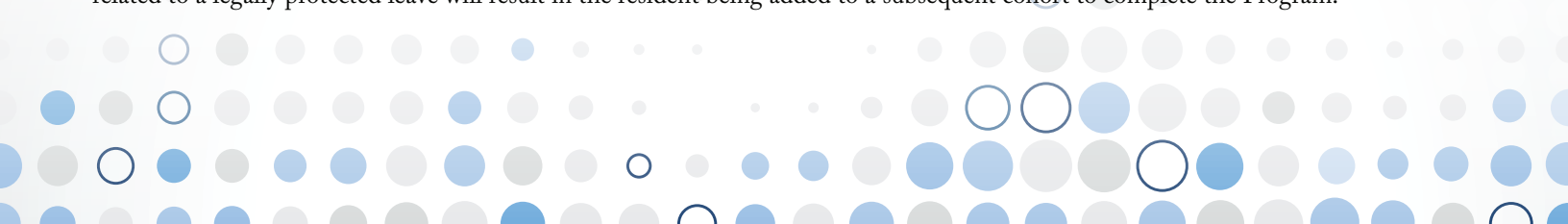
Yes. As a Sanford employee you are eligible for benefits and are compensated to attend monthly seminars. Your position determines your level of benefit eligibility.

## Do I get ANCC contact hours for this program?

This program has not been award ANCC contact hours.

## Is attendance mandatory?

Any absence from a residency activity will subject to the Sanford Health attendance policy and considered an occurrence. An absence will require that the resident attend the next available Nurse Residency Seminar or complete a make-up assignment in the form of a discussion board, video presentation, and/or journaling activity. Personal paid time off unscheduled (PTOU) hours will be used to fill any missed hours. All legally protected leaves will be accommodated. Successful completion of the Program requires that the Resident attend, at minimum, 10 Nurse Residency Seminars. Missing more than two Residency Seminars will prompt a meeting with the manager and Regional Site Clinical Coordinator to determine a plan for successful completion of the Program. Missed seminars related to a legally protected leave will result in the resident being added to a subsequent cohort to complete the Program.



### **Can I take a personal leave while in the Nurse Residency Program?**

Participation in the Nurse Residency is a condition of employment for new graduate registered nurses. Sanford Health considers the Nurse Resident's on-boarding experience vital to a successful transition into practice. Therefore, no personal leave will be granted during the time that the resident is completing orientation and residency seminars unless previously negotiated and approved by the manager.

### **Who do I contact if I have questions or have to miss a seminar?**

Contact your Regional Site Clinical Coordinator and your unit director/manager.

### **How long is the program?**

The 12-month program begins with the next cohort start following your employment start date and most frequently follows the completion of your initial department orientation.

### **How often does the NRP meet?**

There will be monthly seminars.

### **What do I wear? Can I wear scrubs?**

You may wear scrubs or any appropriate professional office attire.

### **If I transfer to another unit can I still be a part of the NRP?**

Yes. If you transfer to another department in the same or another participating facility, you will continue in the residency program. If you transfer within Sanford to a non-participating site, you will exit the Program.

### **If hired into the Nurse Residency program, what shifts and/or hours will I work?**

The department manager/director determines the position requirements in the job posting, which includes the shifts and schedule. You will be informed of these during the interview process.

### **How does my work schedule accommodate seminar attendance?**

Your schedule will be adjusted to accommodate your attendance for the monthly seminar, either as part of your worked hours or in addition to your worked hours. This is determined by your hiring manager/director.

### **Will I be asked to sign a contract that requires me to work a certain period of time for Sanford Health if I am in the Nurse Residency Program?**

The expectation is that you will fulfill the agreement to work at Sanford Health through the duration of the Nurse Residency Program.