Nursing residents will experience a variety of life-like simulations based on true patient events. Simulations help develop and refine a nurse's ability to:
- Manage higher acuity patients
- Make informed decisions
- Compassionately talk to families
- Effectively communicate with physicians
- Call codes
- Work with hospital equipment
- Understand working in a hospital setting

Learning opportunities and certification courses are made available to facilitate lifelong learning and help nurses keep up with the ever-changing and developing field of healthcare. Additional classes also are offered to help with aspects of the job including:
- Clinical experience
- Adjustment to organization culture and characteristics
- Teamwork
- How to improve job satisfaction as a nurse
- Education opportunities for unit specialty
- Courses to help nursing residents find a career path

Daily and regular support for nursing residents will be provided by a designated clinical coach who will begin working with residents during unit orientation. Residents will follow the same schedule as their clinical mentor throughout residency. Staff from other units at Salina Regional Health Center are able to provide additional mentoring and support during residency.

After becoming familiar with an assigned unit at Salina Regional Health Center, nursing residents will have the opportunity to create a patient-centered, evidence-based project designed to improve patient care and processes within the unit. Directions and guidance will be provided as nursing residents begin to develop a plan for an improvement project.

Salina Regional Health Center is committed to helping nursing residents find success in the nursing profession and success in our organization!
What is a Nursing Residency Program?

Salina Regional’s Nursing Residency Program is a one-year specialized training program to help graduate nurses transition from a student to a confident, competent and skilled acute care nurse. This program requires a two-year commitment to Salina Regional Health Center, in return we are committed to supporting our nursing residents through training, mentorship and work experience from the start of orientation to service and beyond!

This residency program is designed to include simulation training as well as incorporating training into a variety of hands-on experiences with real patients. Nursing residents also get to collaborate with other medical students and resident physicians training at Salina Regional Health Center. We are confident that our nursing residents will discover that they have the ability to apply clinical knowledge, critical thinking and clinical judgment quickly and effectively as a result of this program.

FAQs (Frequently Asked Questions)

What is the start time of the residency program and how many nurses will be admitted? The Nursing Residency Program will be offered twice a year; during the summer and winter months. Admission is limited.

Is there an application process for the residency program? Yes, there is an additional application process. Call our Human Resources Talent Management staff for details: (785) 452-7026.

Do I have to sign a contract to be part of the Nursing Residency Program? Yes, a two-year tie to service is required to be part of the residency program. Additional details will be provided by Human Resources once a job offer has been extended to a nurse.

Do I have to be part of the residency program if I am a new graduate? Currently, Salina Regional Health Center does not require new graduates to be a part of the Nursing Residency Program, however we strongly encourage participation.

If I have been a nurse for more than one year, can I participate in the Nursing Residency Program? No, the Nursing Residency Program is designed for new graduate nurses who are entering the acute care setting.

Do I receive any continuing education credits for classes taken during the Nursing Residency Program? Yes, continuing education credits will be given for the classes you attend during this program.

Do I get paid while I am in the Nursing Residency Program? Yes, you get paid while in residency. You will get paid during your classes and the orientation process.

Will I be caring for patients while I am in the Nursing Residency Program? Yes, you will be taking care of patients in your assigned unit.

Commitment

There is a two-year tie to service required for participation in this program. More information is available from our Human Resources department: (785) 452-7026.