



“Fostering and nurturing the growth of the novice nurse”

compassion | discovery | excellence | diversity | integrity

A decorative footer graphic consisting of several overlapping geometric shapes in black, yellow, red, and white, creating a modern, abstract design.



Tools to be SUCCESSFUL

Crucial
Conversations

Ethical
Decision
Making

Risk
Management



Stress
Management

Professional
Development

Evidence-
Based
Practice



Unit Orientation

- 8-16 weeks
- 1 on 1 with unit preceptor(s)
- Becoming acclimated to the unit
- Hands on skills
- Theory into practice
- The art of learning how to be a nurse

Nurse Residency Program

Main Focus-
Professional Role
of a Nurse



Structure

- 12-month program- 4-hour seminars for one year
- Monthly seminars with same peer group
- Evidence-based project/ Quality Improvement Project presented at graduation
- Collaborative approach with nursing leadership, preceptors, coordinators and facilitators to support the nurse resident in a successful transition into practice

* The Nurse Residency program has minimal focus on technical skills. Most skills will be taught and or/ developed within the clinical environment

Session #	Topic
1	Nursing Foundations Immersion
2	NLRNP Overview- Ice Breaker, Vizient Survey, Letter to Future Self Reality Shock Resiliency: Vizient Introduction to Wellness Video
3	Resiliency: Vizient Managing Chaos Video Time Management and Prioritization HRO Journey- Performance Improvement Team Mock Code
4	Resiliency: Vizient Financial Wellness Video Ethical Decision Making/End of Life Care & Health Equity- Personal Money Management (Valerie Groff)
5	Resiliency: Vizient Beneficial Breaks Video Risk Management-RaDonna Vaught Business of Healthcare, Pain Management & Patient and Family Education
6	Resiliency: What's on your Plate & Paint & Sip Vizient Survey EBP/QI: Intro to Ovid, Intro to Evidence-Based Practice and Quality Improvement Projects Topics
7	Resiliency: Grateful-share 3 goods things happening to you EBP/QI: Topics/ PICOT Question EBP/QI: Literature Review EBP/QI: Literature Appraisal/ Table of Evidence
8	Resiliency: Vizient Reconnect to Why Video EBP/QI: Action Plan/Implementation
9	Resiliency: Sustaining Wellness Video EBP/QI: Implementation/Data Analysis
10	Resiliency: Being a Mentor Preceptor Class EBP/QI: EBP Dissemination
11	Resiliency: Gratitude Letter Vizient Mindfulness Video & Deep Breathing Exercises Biggest Lesson Learned in 1 st Year of Nursing EBP/QI: Presentation Practice
12	Professional Development Plan and Tuff Funds Vizient Survey Graduation



The nurse residency program at the University of Maryland Capital Region Health is a formal, evidence-based structured program based on the guidelines and recommendations of Vizient/AACN Nurse Residency Program™ model and the American Association of Colleges of Nursing (AACN). The NLNRP consists of 12 seminars that occur over the first year.

*Newly Licensed Nurse
Residency Program
“Fostering and nurturing
the growth of the novice
nurse”*



2026 Cohort Start Dates

Cohort 36 Winter 2026
February 23, 2026

Cohort 37- Spring 2026
April 20, 2026

Cohort 38- Summer 2026
July 27, 2026

Cohort 39 Fall 2026
October 12, 2026



UM Capital Region Medical Center
901 Harry S. Truman Drive North
Largo, MD 20774

UM Laurel Medical Center
7150 Contee Road
Laurel, MD 20707

UM Bowie Health Center
15001 Health Center Drive
Bowie, MD 20716



| Learning Modalities

Videos

Lectures

Case Studies

Gamification

Role Playing

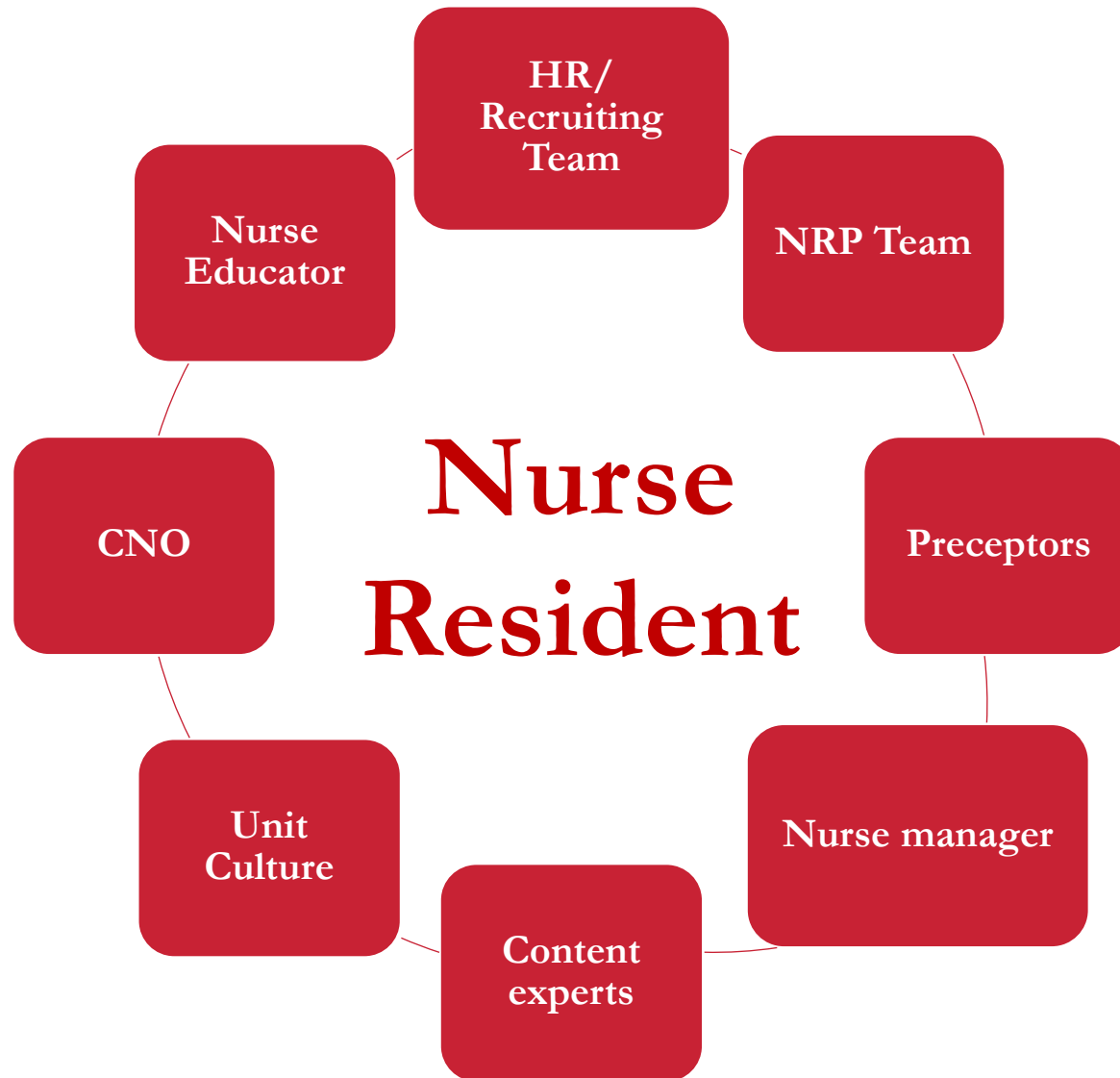
Q & A

Reflection

Quizzes



The Support of the Nurse Resident



University of Maryland Capital Region Health

Quick Apply



<https://join.smartrecruiters.com/UniversityOfMarylandMedicalSystem/1a9a8616-4d5d-4ebc-8a68-ec39b57ce641-um-cap-region-new-grad-residency-program>

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University of Maryland Capital Region Health

Nurse Residency Website



[Nursing Residency Program | UM
Capital Region Health \(umms.org\)](https://umms.org)

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Connect With NLNRP



[Email- NLNRP.education@umm.edu](mailto:NLNRP.education@umm.edu) for
more information

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University of Maryland Capital Region Health

Let's stay in touch — Scan to share your info!



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Helen Boyke – Campus Relations Manager

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Jess Byrum – Talent Acquisition Specialist

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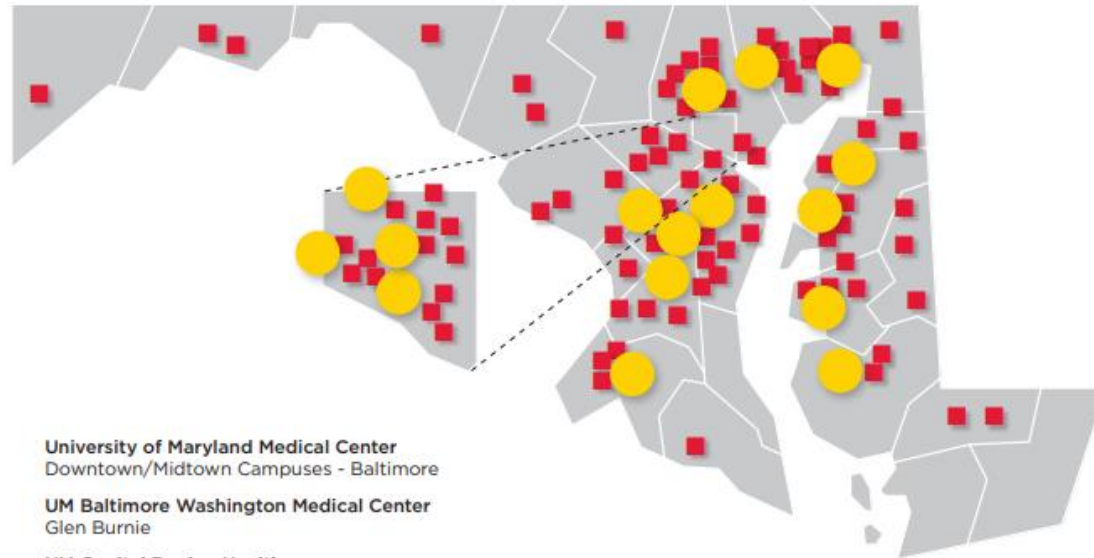
Quick Numbers

11 Hospitals

2,458 Licensed Beds

27,989 Team Members *

5,500 Active Medical Staff
Members **



University of Maryland Medical Center
Downtown/Midtown Campuses - Baltimore

UM Baltimore Washington Medical Center
Glen Burnie

UM Capital Region Health
Bowie | Largo | Laurel

UM Charles Regional Medical Center
La Plata

UM Rehabilitation & Orthopaedic Institute
Baltimore

UM St. Joseph Medical Center
Towson

UM Shore Regional Health
Cambridge | Chestertown | Easton | Queenstown

UM Upper Chesapeake Health
Aberdeen | Bel Air

Mt. Washington Pediatric Hospital
Baltimore | Largo

UM Urgent Care
Baltimore | Baltimore County | Caroline County
Harford County | Queen Anne's County | Talbot County

 UMMS Medical Facilities

 UM Faculty or Community
Physician Offices and Urgent Care