

Table 2: Johns Hopkins Nursing Evidence Based Practice Model for Integrative I

Title of Article	Author / Date	Questions/Purpose	Study Design	Level of Evidence	Description of Sample
Nurse Residency Programs: An Evidence-Based Review of Theory, Process and Outcomes	Anderson et al., 2012	To describe and evaluate the quality of the science, report recommendations and lessons learned about implementing and evaluating nurse residency programs.	Systematic Review	Level 3	20 studies: 15 quasi-experimental, 2 experimental, 2 pot facto 2-group design, 3 qualitative studies
New Graduate Nurses, New Graduate Nurse Transition Programs, and Clinical Leadership Skill	Chappell et al., 2015	Review literature to evaluate the relationship between (a) new graduate nurses and clinical leadership skill and (b) new graduate nurse transition programs and clinical leadership skill.	Systematic Review	Level 3	17 studies: 16 evaluated the relationship between NGNTPs and clinical leadership skill; 1 evaluated relationship between new graduate nurses and clinical leadership skill in absence of intervention.
Longitudinal Outcomes of an Institutionally Developed Nurse Residency Program	Cline et al., 2017	Determine if an internally developed residency curricula (compared to commercially developed programs) can be equally effective in supporting the growth, development and retention of new graduate nurses	Qualitative Longitudinal	Level 3	1638 completed surveys from 31 cohorts of NRP participant RNs with <12 mo. experience in a U.S. hospital that occurred between 2005-2015

Effectiveness and best practice of nurse residency programs: A literature review	Cochran, 2017	Determine effectiveness of NRPs in reducing the attrition of new nurses. NRPs are effective and identify best practice in supporting newly licensed nurses during the transition to professional practice in the acute care setting.	Systematic Review	Level 3	22 studies: 12 qualitative studies; 6 case studies; 3 literature reviews; 1 expert opinion.
Multilevel influences on new graduate nurse transition	Dwyer & Revell, 2016	To identify factors that influence new graduate nurse transition and to synthesize these findings using constructs from social ecological theory . It provides an understanding of the intrapersonal, interpersonal and organizational factors that influence transitional experiences of novice nurse. This is essential to maintaining the future nursing workforce.	Literature Review	Level 3	42 studies; 2001 - 2015; included peer reviewed research, quantitative studies
A systematic review of the effectiveness of strategies and interventions to improve the transition from student to newly qualified nurse	Edwards et al., 2015	To determine the effectiveness of the main strategies used to support newly qualified nurses during the transition into the clinical workplace and evaluate the impact of these on individual and organizational outcomes.	Systematic Review	Level 3	30 quantitative studies that investigated the effectiveness of support strategies for newly qualified graduate nurses

Long-term outcomes of a postbaccalaureate nurse residency program: A pilot study	Fiedler et al., 2014	To determine what influence a nurse residency program has on long-term outcomes including turnover rates, career satisfaction, and leadership development.	Qualitative descriptive	Level 3	51 graduates of UHC/AACN NRP, 2008 to 2010, still employed by the Medical Center at Rush University
The graduate nurse experience: Qualitative residency program outcomes	Fink et al., 2008	To analyze the qualitative voices of the resident respondents to determine if their comments could further enrich the quantitative data. To determine if analysis of the themes mined from the qualitative data could be used to convert open-ended questions on the Casey-Fink graduate nurse experience survey into quantitative questions for ease of test administration and analytic procedures.	Qualitative study	Level 3	434 New RNs in NRP; 2002-2003; first 12 academic hospital sites in the UHC/AACN postbaccalaureate residency program
Lessons Learned from 10 Years of Research on a Post-Baccalaureate Nurse Residency Program	Goode et al., 2013	To examine outcomes from 10 years of research on a post-baccalaureate nurse residency program	Longitudinal, Qualitative research	Level 3	31,000 New graduate residents who participated in the UHC/AACN residency from 2002 to 2012

The organizational transformative power of nurse residency programs	Kramer et al., 2012	To determine if NRPs can be the most significant organizational transformational change	Non-experimental, mixed method interview qualitative	Level 3	907 nurses in 20 MAGNET hospitals w/ healthy work environments
Nurse residency programs: An integrative review of the literature	Letourneau & Fater, 2015	To explore nurse residency programs described in literature and evaluate the evidence supporting their use	Integrative review, Quantitative, Longitudinal, Qualitative, Descriptive	Level 3	25 studies, 10 empirical, 15 program development
Evaluating the short and long-term outcomes of a Post-BSN residency program: Findings of a retrospective study of nurse residents, 2005-2012	Rosenfeld et al., 2015	To evaluate short- and long-term outcomes of the nurse residency program at a medical center from the perspective of former residents	Quantitative Retrospective	Level 3	425 former NRP participants from 2005-2012, still employed at NYULMC
Nurse residency program: A 5-year evaluation from the participants' perspective	Rosenfeld et al., 2004	To gather evaluation data on which to assess the different elements of the nurse residency program and to understand the reasons residents stayed or left the institution after their residency	Non-experimental, Descriptive, Quantitative	Level 3	112 new grad RNs employed from 1996 - 2001

Best practices of formal new graduate nurse transition programs: An Integrative review	Rush et al., 2012	To identify best practices for formal new graduate nurse transition programs. Helpful in the support and development of formal transition programs for newly hired nurses.	Integrative Review	Level 3	47 studies were scored and weighted by level of evidence, size, number of publications on NRP
Improving retention, confidence, and competence of new graduate nurses: results from a 10-year longitudinal database	Ulrich et al., 2010	To present lessons learned from 10-years development of a nurse residency program model that is successful in recruiting, onboarding, engaging and retaining new graduate nurses	Longitudinal, Descriptive, Quantitative	Level 3	>6000 RNs, across 85 hospitals, 1999-2009
The Effectiveness of Nurse Residency Programs on Retention: A Systematic Review	Van Camp, 2017	To examine new graduate nurse residency programs, residents; perceived satisfaction and retention rates and to make recommendations for implementation in perioperative setting.	Systematic Review	Level 3	22 studies; 2004-2016; Programs that addressed retention rates, satisfaction or perceptions associated w NRP participation
Residency for Transition into Practice: An Essential Requirement for New Graduates from Basic RN Programs	Goode, et al 2016	To describe the current state of the science for new-graduate RN transition-to-practice residency programs and present policy recommendations.	Literature Review	Level 4	23 studies: 13 quantitative; 4 qualitative; 2 integrative; 3 systematic reviews, 1 historical article

A Regulatory Model for Transitioning Newly Licensed Nurses to Practice	Spector & Echternacht 2010	Discusses the importance of developing a national, standardized program, implemented through regulation, for transitioning all newly licensed nursing graduates to practice.	Expert opinion Recommendation of a new model	Level 5	Discussed outcomes from various programs: National Council of State Boards of Nursing; Nursing Executive Center; UHC/AACN; independent programs in literature.
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