

## **Nurse Residency Committee: Definitions for May 24, 2007 Meeting**

**Preceptor:** a teacher, tutor, instructor, trainer. An experienced RN employed in a healthcare facility.

**Mentor:** *a trusted counselor or guide who supports and fosters the progression of another individual to help this individual meet life goals.* “In addition to person-to-person mentoring, there are other aspects of the mentoring experience. When we engage in self-mentoring, we choose to participate in activities that move us toward life goals.... Mentoring environments help individuals obtain the skills, knowledge and capabilities that will be needed to achieve their personal and professional goals.” [Wink, D. Discovering Your Mentoring Mosaic]

**Residency:** a period of advanced training in a medical specialty...

**Resident Coordinator:** a 0.5 or 1.0 FTE nurse with staff development background who familiarizes herself with program requirements

- explores implementation strategies with coordinators or other institutions
- facilitates program consistency and continuity
- collaboration with nursing leadership groups on the residency program
- develops partnership with schools of nursing to ensure that curriculum equips the students for successful transition into the residency program. Provides feedback to SON.
- Plans programs and learning experiences
- Ongoing communication with residents and clinical units
- Evaluation of program

**Resident Faciliator:** Role officially begins after orientation with preceptor. Serves as a clinical expert holding a baccalaureate degree or higher who commits to the development of 1 or more nurse residents on a specific clinical unit or service.

- Promotes continual learning through regular contact and development through seminars and clinical inservices.
- Works closely with resident coordinator to support resident, plan learning experiences and evaluate residents and program.

**Orientation:** A specified period of transition during which the minimum competencies and regulatory requirements are met to enable the new employee to independently perform duties of the job.

**Preceptorship:** A specified period of time, usually during orientation, when a new employee receives 1:1 guidance and training from an experienced employee to help them perform the duties of the job.

**Internship:** A program to enable an advanced student or graduate, usually in a professional field, to gain supervised, practical experience.

**Partnership:** A relationship resembling a legal partnership and usually involving close cooperation between parties having specified joint rights and responsibilities (as in a common enterprise) [Webster’s New Collegiate Dictionary, 1981]