Letter to the Editor

Team-Based Health Care for Nurse Residency Programs

I read with enthusiasm the article published in the May/June 2018 issue *Nursing Economic*$ titled “New Nurse Graduate Residency Mentoring: A Retrospective Cross-Sectional Research Study” (Williams, Scott, Tyndall, & Swanson, 2018). I am writing in acknowledgment of the importance of nurse residency programs (NRPs) in transitioning new graduate nurses (NGNs). As NGNs enter the workforce, I agree NRPs provide professional socialization that aims at increasing patient safety, promoting clinical competency, improving job satisfaction, and reducing turnover. Many suggestions on the type of mentoring commonly include group-mentoring or one-to-one mentoring. I propose that NRPs should be more collaborative in nature. I would encourage the field of nursing to consider a team-based healthcare approach. Team-based healthcare includes multidisciplinary members who work together to help deliver comprehensive patient care. Members include physicians, pharmacists, nurses, etc. By using this model, it allows NGNs to interact with a workforce diverse in skill and education. By pairing tenured nurses with NGNs, it allows new nurses to feel supported and facilitates effective communication (Dickerson & Latina, 2017). Team-based health care allows for shared responsibility which decreases individual stress levels. This model allows NGNs to strengthen critical thinking skills and fosters interdisciplinary collaboration.

As NRPs become the standard for transitioning NGNs, it is essential they are indicative of the nursing environment. By streamlining NGNs into NRPs that are founded in team-based health care, it facilitates an easier professional socialization that will benefit both the new nurse as well as the organization.

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**References**