

Supportive Team – The impact of the preceptor on the NGN experience cannot be overstated. The NGN needs to feel that their preceptor is invested in them and is committed to helping them not only gain the skill and competency level required to provide safe care, but also to ensure they acclimate and become part of the overall unit/area team. An engaged, caring and patient preceptor can allay much of the anxiety experienced by the NGN.

Clinical Ladder – Programs that promote professional development and encourage growth and advancement are perceived positively by NGNs. Once the initial anxieties of the job lessen, today's NGN begins to think about opportunities to do more.

Shared Decision-Making – NGNs become more engaged when they feel they have influence and are empowered to be participate in decisions affecting their practice. Involving the NGN in your unit council, other PNO councils and/or project committees is a great way to harness fresh perspective while making sure the new team member is included.

A sense of belonging is very important to us all, and is especially critical for a NGN. The team's contribution to not only the retention of the NGN but also their job satisfaction is arguably the most important of them all. Thank you for everything you do to support, teach, mold and encourage these up-and-coming professional nurses!

Source:

Twibell, R. et al. (2012). Tripping over the welcome mat: Why new nurses don't stay and what the evidence says we can do about it. *American Nurse Today*, (7) 6. <http://www.americannursetoday.com>

Additional UAMS Nurses Achieved 2014 Academic Degree Completion!

During National Nurses Week the Image Council of the Professional Nursing Organization recognized a number of nurses who completed academic degrees in 2014. Regrettably, the council later learned that their list wasn't complete and apologizes for the oversight.

CONGRATULATIONS to the following nurses on your academic accomplishment!

Achieved MSN:

- Cynthia Brown
- Deborah Johnson

Achieved BSN:

- H. Marie Dorris
- Glen Lewis
- Torrie Whitaker

HIPAA Hints

Don't Forget to Complete Your HIPAA Training!

It is almost time to complete your annual training on patient privacy and security rules. The HIPAA 2015 Annual Update will be available online starting July 1.

This online training only takes a few minutes and is mandatory for all UAMS employees and students hired or enrolled **prior to July 1, 2015**.

The training must be completed by October 1.

Beginning on Wed., July 1, the 2015 HIPAA Annual Update will be available at: <http://hipaa.uams.edu/AnnualUpdate2015/2015AnnualUpdate.htm>.

Be sure to click on the ***2015 HIPAA Annual Update*** so that you get credit for taking the correct training.

If you do not have access to a computer, the HIPAA Office is providing a computer lab for the purpose of completing the required training.

The schedule for the computer lab is listed below or you can call the HIPAA Office at **(501) 603-1379** to find out the details of the dates, times, and location.

DATE	TIME	LOCATION
Fri., July 24	7 to 8:50 a.m.	ED II 8D Lab
	1 to 2:50 p.m.	ED II 8D Lab
Thurs., July 31	9 to 10:50 a.m.	ED II 8C Lab
Thurs., Aug. 13	11 a.m. to 12:50 p.m.	ED II 8D Lab
Wed., Sept. 16	2 to 4 p.m.	ED II 8C Lab

If you have any questions regarding the HIPAA 2015 Annual Update, please contact Brittany Parker in the HIPAA Office at **(501) 603-1379** or by email at BRParker@uams.edu.