

Improving Nurse Engagement with Dedicated Education Units

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Purpose/Significance

This scholarly project employed a creative strategy of developing an academic-practice partnership to implement DEUs in an acute care setting in central Indiana. The impetus of this project was to stimulate nurse engagement. This project utilizes the University of Portland DEU Clinical Model.

Instruments

Utrecht Work Engagement Scale (UWES)
DEU Nurse Satisfaction Scale
HCAHPS



Limitations

Many extraneous variables including:
Nurse and executive team turnover
Study time constraints
Nurse salary fluctuation

Objectives

1. Nurse engagement improves with the DEU clinical model
2. Nurse engagement is higher on a DEU than on a control unit
3. Nurses are satisfied with a DEU
4. Patient satisfaction improves on a DEU

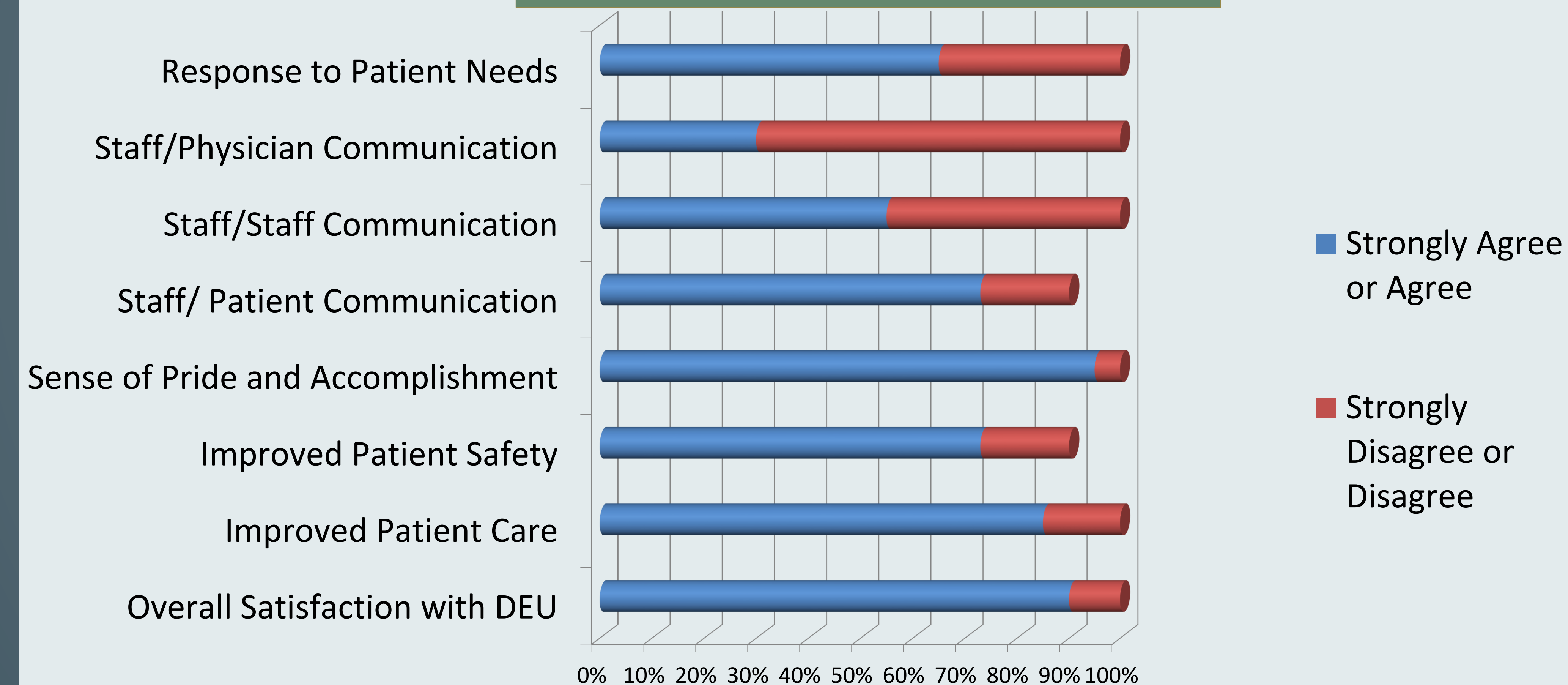
Framework

Lewin's Change Theory
Logic Model
JD-R Model of Work Engagement
DEU Model of Clinical Education

Method

Quasi-experimental
Pre-post survey design

DEU Nurse Satisfaction Survey



Results

HCAHPS Improved 34% from same time period one year prior on one of two units
Significant difference in clean/ quiet environment ($p = 0.03$)
Significant difference in communication about meds ($p = 0.01$)
No significant difference in engagement scores

References

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Conclusion

This study produced very positive results related to nurses' perception of care and the intrinsic value of teaching. The DEU clinical model is being expanded as a result of study outcomes and feedback.