Abstract

The Nurse Residency Program at a 531-bed tertiary care Magnet® facility partnered with twelve departments to provide 141 nurse residents with eight hours of collaboration shadowing experiences. The purpose of this experience was to increase awareness among new graduate nurses regarding how all disciplines and departments work together to improve patient care.

Methods

141 Nurse Residents
12 Partners in Collaboration
4 shadowing experiences
2 hours In 870 opportunities
Evaluated each experience using a Likert score and questionnaire

Qualitative 
& Quantitative Data

Conclusion

Increased awareness regarding how all disciplines and departments work together to improve patient care

Provided an opportunity for the nurse residents to observe how departments work together to impact quality patient care and increase patient satisfaction

Nurse Residents took valuable from each experience that allowed them to grow in their own professional development

Background

Nurse transition-to-practice programs are growing throughout the United States to support new graduate nurses as they advance from novice to a competent member of the healthcare team

Why Collaborate in Nurse Residency

Build effective interprofessional teams
Real-life examples of interprofessional learning
Reflect on nursing’s involvement in the total patient experience

Research Interprofessional Education

Higher Education
- Improved Communication
- Increased Confidence
- Mutual Respect
Reality
- Lack of understanding of roles
- Interprofessional education is intermittent, optional
- Professional Tribalism
- Non-assessable
- Little value

Collaboration is Supported by the IOM Recommendations

Recommendation 2:
- Expand opportunities for nurses to diffuse collaborative improvement efforts
- Expand opportunities for nurses to lead AND manage collaborative efforts
- Reflect on collaborative efforts
- Realistic
- Mutual Respect


Recommendation 3:
- Increased Confidence
- Expand opportunities for nurses to diffuse collaborative improvement efforts
- Health care organizations should take actions to support nurses’ transition-to-practice initiatives
- Implement nurse residency programs
- Nurse residency programs
- Health care organizations should take actions to support nurses’ transition-to-practice initiatives
- Collaboration is Supported by the IOM Recommendations

Overall Evaluation Data by Question

Knowledge
Value
Experience
Courtsey
Likert Scale 1-5

Results

Nurse Residency Overall Evaluations

92%
6%
1%
4 or 5
3
2
1

Comment Trends

Overall 92% of the comments were positive
62.5% of written comments were related to ways that the Nurse Resident had increased knowledge and skills
9% of written comments were suggestions for program improvement

Enjoyed this experience: very educational
The nurse resident has a fantastic but busy job, but I think shadow experience the most because I was able to participate in a new code on ENV II, it was exciting to see how things work before they get to the patient care.

I guess I assumed this team dealt with serious patients and they are visible; however, they remain in contact with those that are newly admitted per an assigned period of time. Now I have a good understanding of which patients that would benefit from this team.

This was a great learning experience!!
Very interesting to see how the hospital works

Favorite Experience!

Hear What Our Nurse Residents Have to Say

References

Clark, W. A., & Zhao, J. (2013). "Nurse residents that hard work is at risk to patients." Nursing Education Perspectives, 35(1), 32-36.