

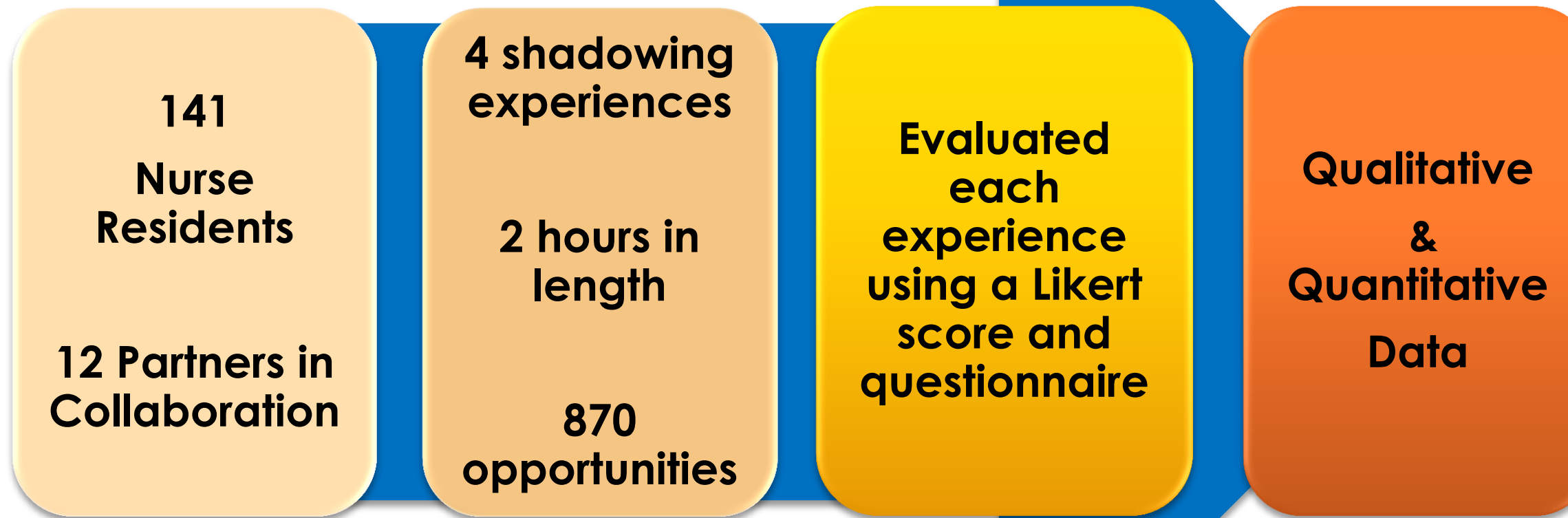
Abstract

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



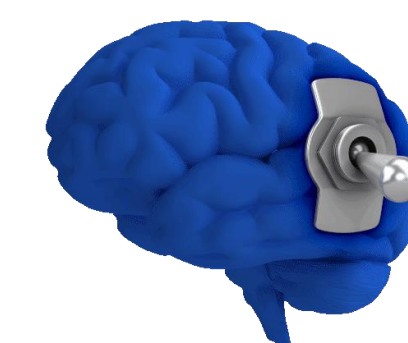
Conclusion



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 partners
- ✓ Real-life examples of interprofessional team working
- ✓ Reflects on nursing's involvement in the total patient experience

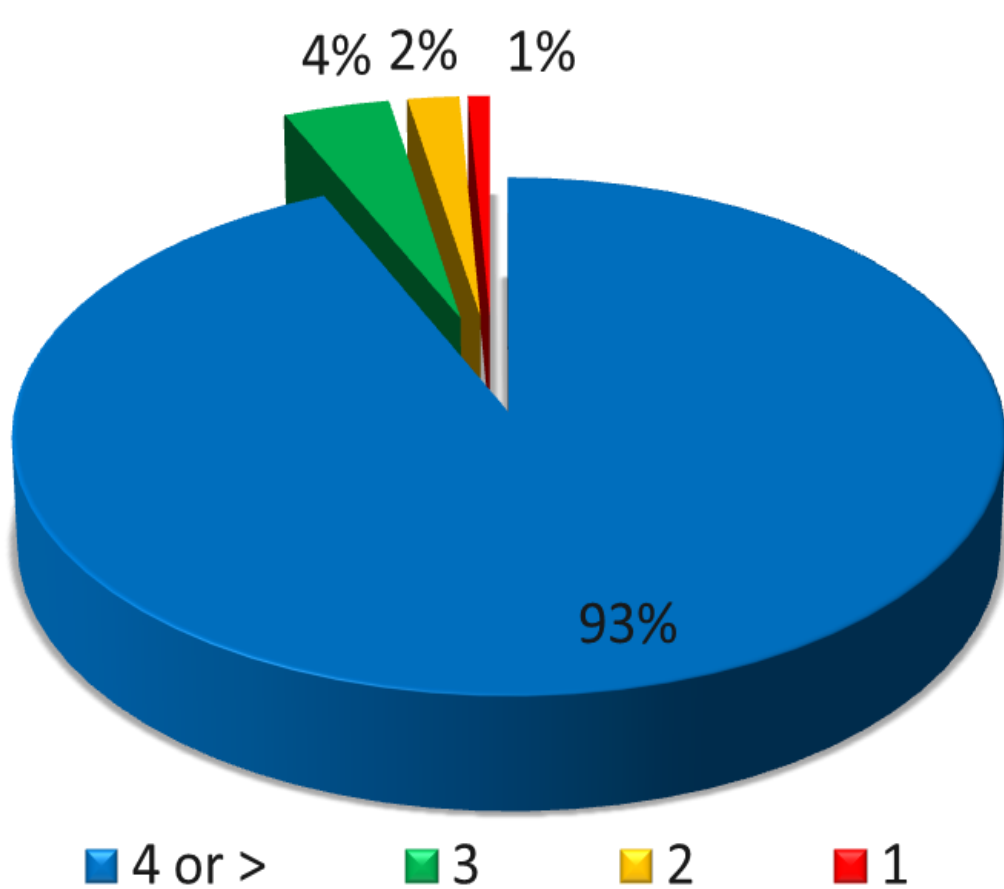
Research Interprofessional Education

- 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

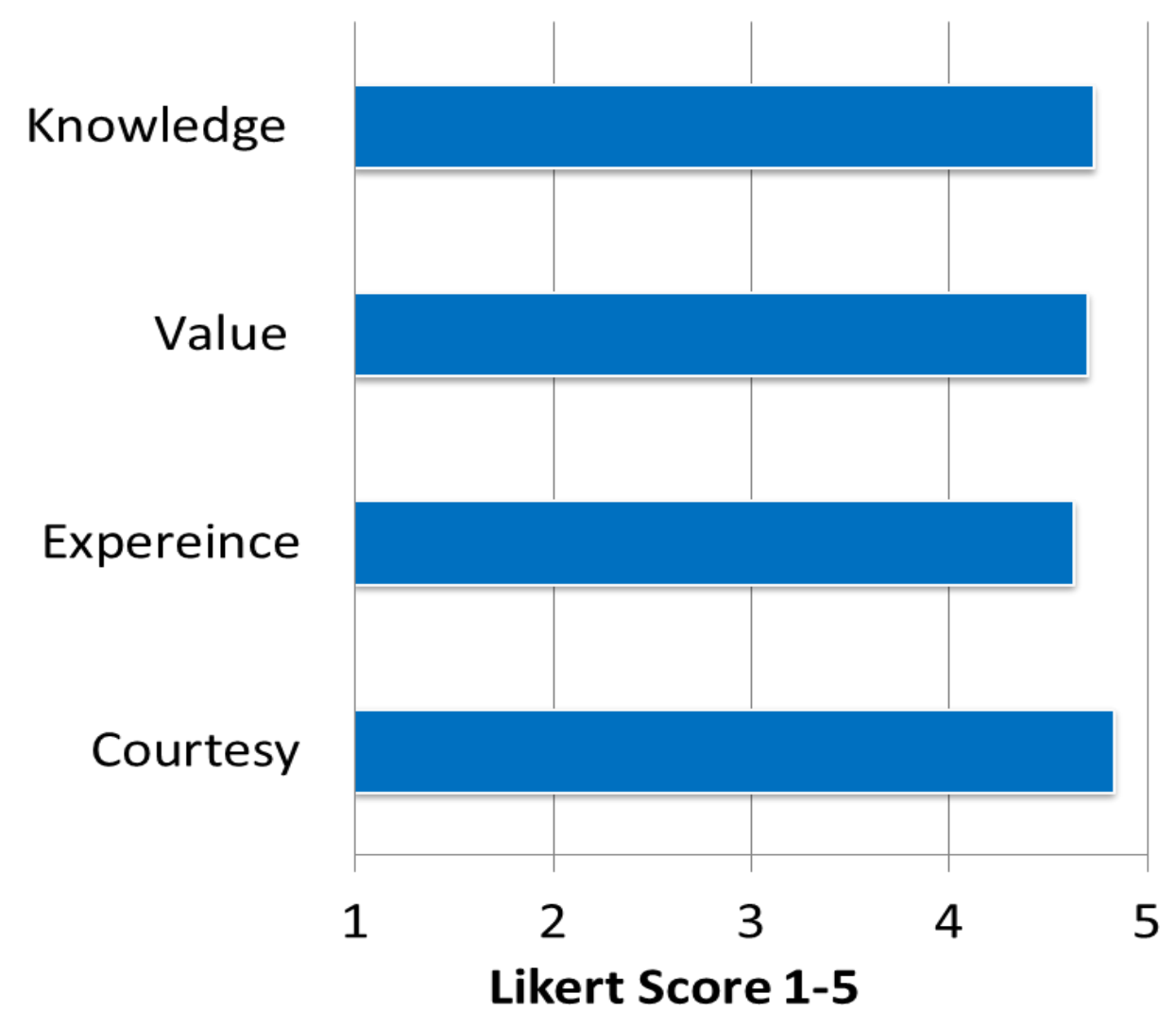
- Recommendation 2:**
- Expand opportunities for nurses to diffuse collaborative improvement efforts
 - Expand opportunities for nurses to lead AND manage collaborative efforts
 - Conduct research and redesign practice environments and health systems
- Recommendation 3:**
- Implement nurse residency programs
 - Health care organizations should take actions to support nurses' completion of a transition-to-practice program (nurse residency)

Nurse Residency Overall Evaluations



- **93.4%** of Evaluations rated the average experience a 4 on a Likert Scale where 1 was dissatisfied and 5 was extremely satisfied or greater in all areas.
- **64.7%** of Evaluations rated the experience as a 5 in all areas
- **3.9%** of Evaluations show the average experience as 3
- **1.9%** of the Evaluations show the average experience as 2
- **0.8%** of the Evaluations show the average experience as 1

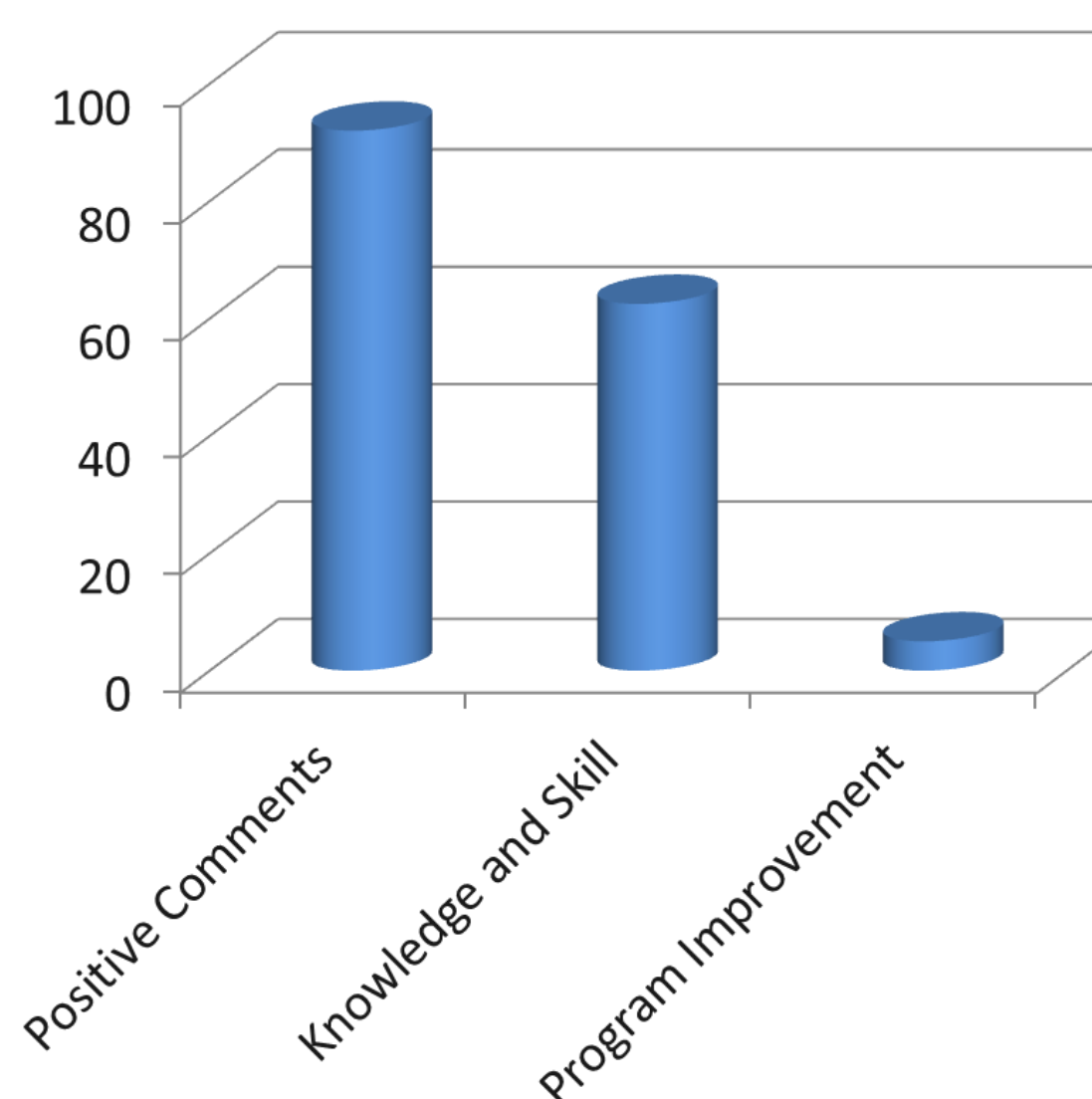
Overall Evaluation Data by Question



- How Satisfied were you with this department's **courtesy 4.83**
- How satisfied were you with your overall shadowing **experience** in this department **4.63**
- This experience was a **valuable** opportunity to collaborate with another department within the organization **4.70**
- Based on my experience today, I have a better understanding of how nursing and this department can work together to improve the quality of care that we provide to our patients **4.73**

Results

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
- **5%** of written comments were suggestions for program improvement

437 comments were recorded!!

Enjoyed this experience: very educational

The stat nurse definitely has a fun but busy job. I liked this shadow experience the most because I was able to participate in a resp code on BNE. It was interesting to see how things work before they get to the ICU

Ignorantly, I assumed this team dealt with terminal patients and their families, however, they maintain contact with those that are also merely there for an extended period of time. Now I know of more 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



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