Partners in Care: Nursing's Influence in an Emergency Medicine Residency Program

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Emergency Medicine (EM), as a specialty, has embraced the model of interprofessional care teams in clinical settings. In addition to clinical training, EM program directors are required to ensure that resident physicians are integrated into quality improvement (QI) programs during their training, as well as to collect data for milestones regarding team management and collaborative care of the ED patient. The Accreditation Council for Graduate Medical Education's Clinical Learning Environment Review has emphasized institutional focus on interdisciplinary training and feedback. To achieve these aims, residency and nursing leadership partnered to develop an innovative, interprofessional approach to incorporating nursing presence into core areas of EM residency training.

Objectives

The learner will be able to:

• recognize innovative strategies for incorporating nursing presence into core areas within Emergency Medicine residency training.
• describe opportunities for nursing support of resident physician training and practice.

Materials and Methods

QI Program Educational Objectives

This innovative, interprofessional approach was intended to meet several objectives spanning multiple needs, including:

• early onboarding of importance of interprofessional teams,
• obtaining multisource feedback for resident development,
• expanding opportunities for clinical learning and interprofessional input.

Curricular Design

A member of the departmental Nursing leadership partnered with Residency leadership to develop a liaison role between the two teams. Opportunities for enhanced group collaboration were identified and interventions were introduced in a step-wise fashion over the next 2 years. Innovative methods (Table 1) were then employed to build a collaborative mindset that would support trainees into their future practice.

Results

The innovative methods shown have met with wide spread acceptance and positive reviews. Post interview surveys from applicants have frequently listed “nursing interviewers” as one of the things most liked about the day. Qualitative comments from nurse partner program surveys have been universally positive.

A total of 101 nursing staff generated 635 electronic evaluations over the 27 months the program has been active, many with detailed and constructive comments for the residents that have served as the impetus for remediation.

Nursing presence has been a constant at M&M since the development of a nursing champion, with active participation from both leadership and nursing staff involved in the case.

Impact/Effectiveness

Table 1 – Approaches to Achieve QI Education Objectives

<table>
<thead>
<tr>
<th>Purpose</th>
<th>Educational Objectives</th>
<th>Innovative Approach</th>
<th>Specific Details</th>
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<tbody>
<tr>
<td>Fostering strong interprofessional relationships both within and outside the clinical area</td>
<td>Early onboarding of importance of interprofessional teams, with a focus on nursing staff</td>
<td>Minimum of one nurse present for all interview days with equal weight given to nurse and faculty scores</td>
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<td>Completing electronic nursing evaluation</td>
<td>Nurse-interviewer partner program initiated during orientation</td>
<td>Nurse volunteer paired with each individual intern to provide additional emotional support, share logistical resources, and offer a way to develop interprofessional relationships</td>
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<td>Obtain multisource feedback for training development</td>
<td>Multidisciplinary QI program</td>
<td>QI teams developed to contain residents from each of the four ED levels, as well as dedicated physicians and nurse champions</td>
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<td>Expand clinical learning opportunities with opportunities for interprofessional input</td>
<td>Include staff nursing and clinical nurses in simulation program</td>
<td>Nurses and clinical nurses are included during simulation and role play their own disciplines to add realism and encourage team building</td>
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<td>Designate nursing champion within M&amp;M program</td>
<td>Nurse champion investigates case in conjunction with clinical leadership, discusses case with nurses who were involved in the case, provides details about the clinical environment to the resident presenter, and assists in the preparation of the presentation</td>
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<td>Protect nursing time to attend M&amp;M and case conferences within weekly didactics</td>
<td>Nursing leadership is committed to supporting nursing presence at residency conferences and releases nursing staff from their clinical assignments to allow participation needed</td>
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Overall, our multifaceted approach has improved interprofessional relationships in all areas and bolstered the level of clinical care our teams provide. We believe that programs across Graduate Medical Education should find similar opportunities for inclusion of nursing staff to foster these outcomes.

Conclusion

Figure 1 – Example of electronic resident evaluations by nursing