Benefits and Challenges of MS Leadership/Administration Students in Practicums Where Employed

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Objectives

- Identify benefits and challenges of using a student’s employment setting for completion of the leadership/administration practicum.
- Describe examples of practicum projects that are mutually beneficial to the MS Leadership student and the organizations in which they are employed.

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Suspend your thinking on the way things are “usually done.”

Similar to embracing EBP
Nursing Administration/Leadership/Management Programs

- DNP or MS program
- DNP in this specialty not available in NYS
- All require a practicum or “clinical” hours
- Location? Location? Location?
The evidence for practicum sites

- Little evidence in the literature regarding best practice
- Council of Graduate Education in Administrative Nursing (CGEAN)
  - 2011 survey – practicums outside the student’s work environment
- Androwich et al. (2011)
  - Identified practicum deliverables but no mention of practicum locations in relation to the student’s work environment
- AACN MS Conference poster presentation
The Practicum “Project”

- Research-based
- Non-research based
  - Quality
  - Evidence-based guideline implementation
  - Magnet
  - Staff
- Alignment with course and program outcomes
  - Essentials
  - QSEN
Project must also align with the mission and values of the organization where the practicum is being done.
Paradigm Shift

What we have always done.

- Practicum outside place of employment.

Thinking about the goals of the practicum in a new way.

- Practicum within place of employment.
Challenges Related to Practicums Where Employed

- Appropriate separation of work and school time to assure that each endeavor receives the student’s full attention at the right time.
- Assurance through an honor code and activity/time documentation software attesting that hours at the employment setting are attributed correctly.
Challenges Related to Practicums Where Employed

- A limitation of learning “other ways” of doing things that come with education in a different setting
- Potential reluctance of setting staff to letting the known student engage in difference or advanced clinical activities
Benefits to Practicums
Where Employed

- Opportunity to influence:
  - Organizational policy and culture through leadership, scholarship, education, and clinical practice.
  - Patient care through transformation of knowledge gained through clinical projects.
  - Service as a common stakeholder with colleagues in patient care.
Benefits to Practicums
Where Employed

- Collaboration in mentoring partnerships that may lead to:
  - Inter-professional changes at the bedside.
  - Curriculum changes as faculty interact with the student in this collaboration.
- Contribution to a Magnet Journey by assuming a key project that mutually benefits the student and the employment setting.
Benefits to Practicums Where Employed

- Improved efficiency and efficacy for the student in terms of work, travel, and personal life that merge under a single roof.
- Ease of access to the electronic medical record because of prior staff training.
- Awareness of the best personnel resources to assist in project completion.
- More inherent desire to help a student known to the setting staff.
Benefits to Practicums Where Employed

- Potential enhancement of colleague’s image of the student who is now seen in a different or advanced light.
- A possible better match for the student seeking a particular clinical experience, e.g., type of administration setting, that would otherwise be difficult to find in the area.
Student projects are presented at:
- Administrative meetings
- Nurse manager meetings
- Council or committee meetings
- Staff meetings
- Local and national research days
- Used for staff development
Everyone wins!

A win-win-win situation for the student, the organization and the school of nursing.

- SON – Recruitment tool
- Organization – Branding
Evaluation by Our Preceptors and Students

Evidence from preceptors

Evidence from students
Weighing the Benefits and Challenges

Thank you and Questions

