Preparing Students to Become Extraordinary Nurses: Perspectives From Nurse Employers

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Conflicts of Interest and Disclosure

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Employer: Chamberlain University

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Objectives

• Participants will:
  – Describe the importance of defining “extraordinary” and other descriptors in guiding statements
  – Summarize key perspectives from employers on what characterizes the extraordinary nurse and the impact of these nurses
  – Offer implications of the study’s findings on influencing nursing curricula to better prepare graduates preferred by employers
Background

• What is the “extraordinary” nurse?

• Aim of the study
Research Questions

• How do employers describe the characteristics, behaviors, and impact of extraordinary nurses?

• What recommendations do employers offer Chamberlain University on how to best prepare extraordinary nurses?
Study Methodology

**Study Design**
- Mixed method – quantitative and qualitative approaches
- Investigator-developed 12-item online survey, followed by 7-item demographic survey
- Multiple question types

**Study Sample**
- 133 employers (nearly 20% response rate) from all setting types
- 44% of participating hospitals and long-term care facilities with Magnet status

**Data Analysis**
- Qualitative content analysis
- Constant comparison, comparison to quantitative findings and literature
Study Findings: Synthesized Themes

1. The pervasively curious critical thinker
2. The relentless difference-maker
3. The servant leader
4. At ease; all is good
Study Findings: Recommendations to Schools of Nursing from Employers

• Increase the amount and diversity of clinical experiences in order to allow students to think holistically and critically
• Set the bar higher for students; demand very best performance
• Give students very frank feedback for lapses in professional behaviors
• Screen applicants for caring behaviors, motivation, and self-discipline in the admissions process
Study Findings: Recommendations to Schools of Nursing from Employers (continued)

• Improve content in
  – Holistic interviewing
  – Team-building and maintenance
  – Communication skills
• Hire faculty that actually enjoy/ have a passion for teaching
• Be frank with faculty about grade inflation and “failure to fail”
Discussion

• Implications for nursing education
• Implications for research
• Study limitations
Questions?
References


