

2015 ANCC National Magnet Conference



Don't be a Lone Star: Collaborate!

Session # C939
October 9, 2015
12:30pm-1:30pm

WVU Medicine ~ Morgantown, WV

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We are WVU Medicine



Morgantown, WV

WVU Medicine

**MAGNET
RECOGNIZED**

AMERICAN NURSES
CREDENTIALING CENTER

2013

**AARP Best
Employers**

50⁺

FOR WORKERS OVER

CO-SPONSORED BY

**HealthCare's
most
wired**

2015

**BEST
REGIONAL HOSPITALS**

USNews

MOUNTAIN & LAKES (WV)
RECOGNIZED IN 5 SPECIALTIES
2015-16

Interdisciplinary Collaboration in Nurse Residency:



Opening the Door to World-Class Nursing

Objectives

1

Identify the IOM recommendations for collaboration in nursing

2

Discuss how interdisciplinary collaboration can benefit nurse residency curriculums

3

Review the interdisciplinary collaboration evaluation data in the nurse residency program at WVU Medicine

4

Explain the positive outcomes of interdisciplinary collaboration/shadowing experiences at WVU Medicine

WVU Medicine





Opening the Door
to Collaboration:
Why Collaborate in
Nurse Residency?

Collaboration

***"To work with
another person or
group in order to
achieve or do
something"*** (Webster)



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)



QSEN Recommendation

• Nurses:

- Function effectively within an interprofessional team
- Foster open communication, mutual respect, and shared decision-making to achieve quality patient care



Why Collaborate?

- IOM Recommendations
- QSEN Recommendations
- Safety of Patients
- Patient-Centered Care
- Patient Outcomes
- Patient Satisfaction



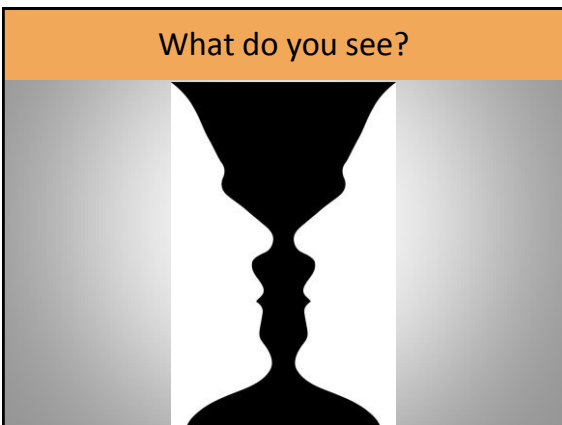
Interprofessional Education

Research Reports

- | | |
|---|---|
| <ul style="list-style-type: none"> • <u>Higher Education</u> • Improved Communication • Increased Confidence • Mutual Respect | <ul style="list-style-type: none"> • <u>Reality</u> • Lack of understanding of roles • Interprofessional education is intermittent, optional • Professional Tribalism • Non-assessable • Little value |
|---|---|



What do you see?



Why...Collaborate in Nurse Residency?

- Increase Confidence is required for effective engagement in interprofessional collaboration
- Higher patient Satisfaction, higher nurse retention (O'Leary, et. al, 2012)
- Electronic Medical Record (EMR) has changed work-flow and may result in less synchronization and feedback during collaboration (O'Leary, et. Al, 2012)



Why Use Collaboration/Shadowing?

- Build effective interprofessional team workers
- Real-life examples of interprofessional team working
- Reflects on how nursing is involved in the total patient experience





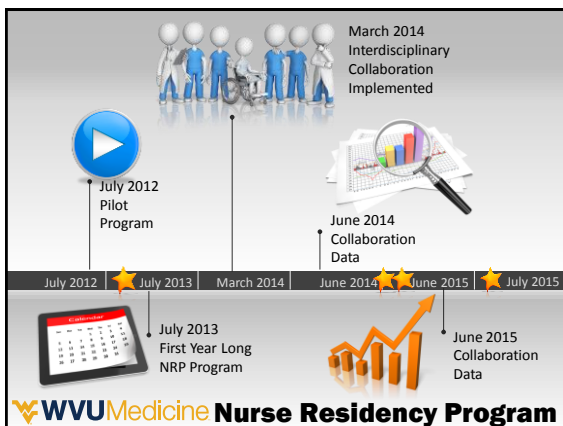
The Nurse Residency Program at WVU Healthcare



Summer 2014 Cohort

Visual Program Overview





Nurse Residency Program

Curriculum

- SharePoint Site
- Group Discussion
- Interprofessional Communication
- Patient Advocacy
- Patient Satisfaction
- HCAHPS Score Education
- Patient Education
- Failure to Rescue
- Ethics
- Cultural Competence
- Stress Management
- Compassion Fatigue
- Evidence Based Practice
- Group Evidence Based Practice Project
- Resource/Time Management
- Conflict Management
- Lateral Violence
- Professional Development
- Interdisciplinary Collaboration
- EBP Poster Presentation
- One-to-one Transition Coordinator/Residency Coordinator Support



Nurse Residency Interprofessional Collaboration

- **Purpose:** Increase awareness among new graduate nurses regarding how all disciplines and departments work together to improve patient care
- Promote nursing professional development
- Requires a deliberate commitment by each profession to create an experience that focuses on improving patient care and quality outcomes



Networking and Collaboration



Goals of Collaboration/Shadowing Experience

- Create positive attitudes toward other professions
- Identify barriers to patient care between departments/professions
- Explore how nursing can work more effectively with other departments to deliver superior patient care.
- Provide resources for nurse residents to use in practice.
- Provide a network of personal resources throughout the organization.

Collaboration



Partners in Collaboration

Respiratory Care

House Supervisors

Diabetes Education Center

Nutrition Services

Pain Management Practitioners

PICC Nurse



Ostomy Care

Pharmacy

Adult Palliative Care

Pediatric Palliative Care

Stat Nurse

Rehabilitation Services



Collaboration/Shadowing Methods

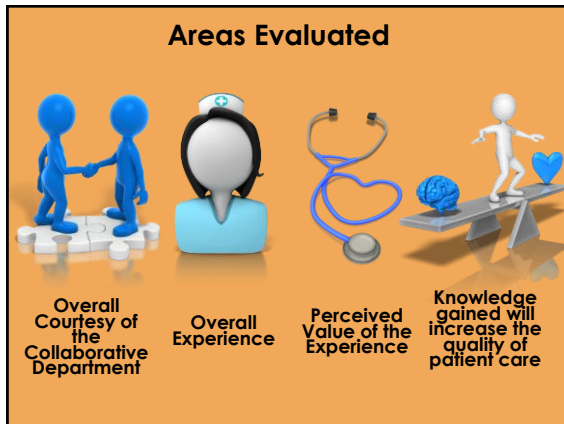
141 Nurse Residents
12 Partners in Collaboration

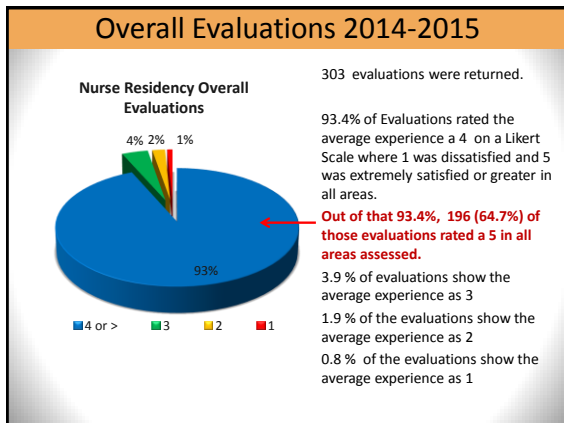
4 shadowing experiences
2 hours in length
870 opportunities

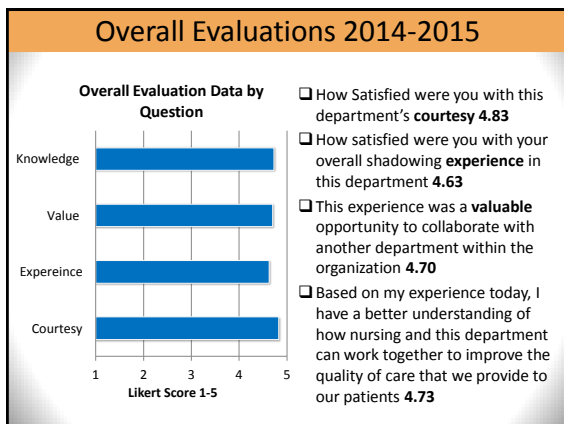
Evaluated each experience using a likert score and questionnaire

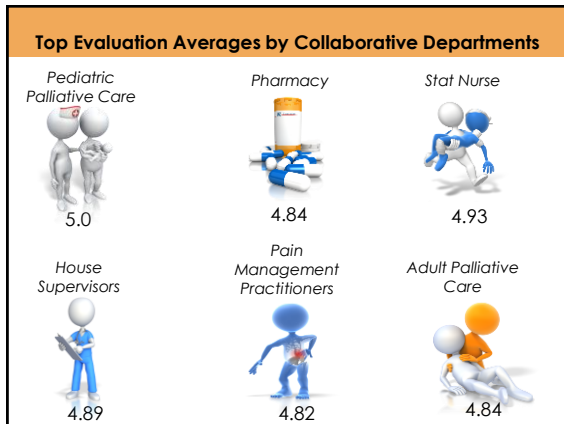
Qualitative & Quantitative Data

WVUMedicine
Nurse Residency Program









Qualitative Data

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

Favorite Experience!


I 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.

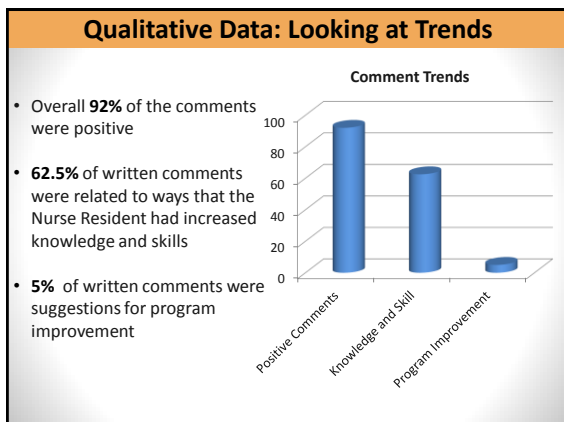
This was a great learning experience!!

Very interesting to see how the hospital works

437 comments were recorded!!

I always knew the pharmacy was a busy place, but this shadow experience really helped me grasp how busy they are.

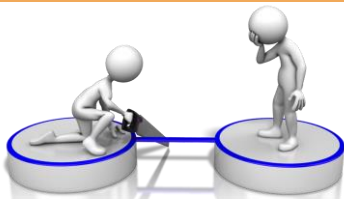




WVU Medicine Nurse Residents

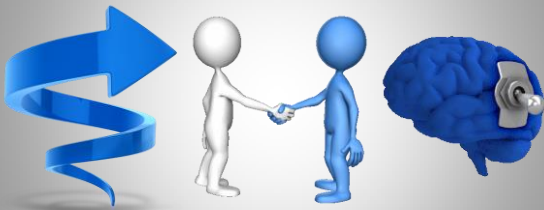


Challenges



- Experiences are limited to 2-3 hours in length
- Availability of some experience is limited
- Difficult for the Nurse Residents to meet requirements related to unit staffing needs

Summary



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