Exploring Perioperative Nursing: The Outcome of an Innovative Partnership Between Academics and a Community Hospital

Today’s Objectives

• Discuss the structure, process and outcomes of an innovative program used to attract BSN students to the practice of perioperative nursing

• Restate the benefits of the program to the hospital, the academic partner and the student

Who Are We - Central DuPage Hospital
Part of the Northwestern Medicine Network

• A community hospital in the western suburbs of Chicago celebrating 50 years
• 347 bed acute care facility
  – Med/Surg
  – OB/Gyn
  – Pediatrics/PICU
  – Neonatal (Level III)
  – Behavioral Health
• Regional destination for neurology, orthopedics and pediatrics [affiliation with Lurie Children’s hospital of Chicago]
• Strong platform of outpatient services including cancer care, primary and specialty physician groups; home health & hospice; convenient care centers
• Magnet designated since 2010; redesignated in June of 2015
• Truven Health Top 100
Who Are We- Aurora University
An independent university with two major campuses in Illinois & Wisconsin and a satellite campus in Northern Illinois

• A private liberal arts university with a large nursing program in the suburbs of Chicago.

• School of Nursing was established in 1979

• 240 pre-licensure BSN students

• 150 Rn to BSN students

• 100 MSN students

• All programs accredited by the CCNE

Where It All Began......

• State of Perioperative Nursing at CDH
  – Average age of perioperative nurse at CDH is 52 years old
  – New grads not being hired into periop areas
  – Growing volume and staff vacancy rate caused agency utilization to increase to approximately 30%
  – Difficulty in recruiting experienced nurses to the OR
  – Nursing students from current academic affiliations typically get a one day observation rotation to the OR

Program Development Timeline

• August of 2012
  – CDH hosted a breakfast with the Deans from all current academic partners to discuss concerns related to perioperative nursing recruitment

• April of 2013
  – Director of Nursing program at AU invited CDH leader to attend AACN meeting on Implementing Successful Academic-Practice Partnerships

• May of 2013
  – Action plan drafted by CDH and AU program leaders; work group commissioned

• August of 2013
  – Program launched with kick-off panel presentation to first semester Junior students at AU
Program Development Timeline (continued)

- September thru December 2013
  - AU students completed program application and CDH partnered with AU for student selection
- January of 2014
  - First cohort - 10 students - began Exploring Perioperative Nursing curriculum
- May of 2014
  - CDH hired 3 of the 10 students for summer employment as a Perioperative Care Technician
- August of 2014
  - 5 of the 10 original students return to CDH for their Senior Med-Surg Rotation in the OR
- December 2014 thru May 2015 - AU students remain employed as POCTs
- May 2015 - Hired 4 of the original 10 as new graduate nurses directly into the OR

Exploring Perioperative Nursing - Structure & Process

- Junior Year - AU offers program as a 2 credit elective
  - 16 week didactic using components of AORN's Periop 101 program taught by CDH staff hired as adjunct faculty at AU
  - Simultaneously complete 10 weeks intraoperative clinical rotation
  - Classes taught on site at CDH
  - Evaluation comprised of exams, oral presentations, and reflective journaling
- Summer
  - Students who participate in curriculum have the opportunity to interview for paid perioperative summer internship as a POCT
- Senior Year
  - Fall semester clinical site offered to original cohort for further immersion into the specialty

Exploring Perioperative Nursing - Student Selection

Student Application Requirements
- Application was designed by academic-practice partners
- GPA >/= 2.50
- No unresolved academic issues
- No referrals for unprofessional behavior
- 250 word essay submission
- Faculty Interviews

Student Interviews
- Applicants also interviewed by CDH perioperative leadership team
Exploring Perioperative Nursing- Didactic Content

- Introduction to AORN standards, professionalism, patient advocacy, department policies and course expectations
- Perioperative Team & roles
- Surgical layout, traffic patterns, procedure rooms, environment and risks for injury
- Aseptic technique, infection sources/standard precautions, sterile technique, surgical attire, gowning & gloving
- Decontamination, central sterilizing, instrument assembly/counts, special equipment
- Care of patients across the lifespan & preparation for procedure
- Imagery & OR pharmacology
- Anesthesia, moderate sedation
- Roles: circulator & scrub
- Surgical incision, wound closure, wound healing & homeostasis
- Post Anesthesia Care Unit

Exploring Perioperative Nursing- Clinical Rotation

- 10 weeks of 6 hour days for the class
- First three weeks spent in lab learning and practicing skills
- Hand Hygiene
- Aseptic technique/Sterile technique
- Gowning & gloving
- Passing instruments
- Nursing Roles in the OR
- OR safety
- Patient advocacy
- Patient Safety

Exploring Perioperative Nursing- Program Evaluation

Exams
Midterm and final exams

Reflective Journals
Weekly reflective journals following the clinical journaling format used throughout the nursing program

Oral Presentations
Students select a “Specialty of Interest” and present this during the last two weeks of didactic class
Exploring Perioperative Nursing - Journal Excerpts

"Of course when I walked into that operating room today it was the most nerve wracking feeling I have ever had before. We always see those doors that say "authorized personnel only" but we never know what's going on behind those doors. I am not going to lie, I was really scared that I was going to pass out in front of everyone or simply not be able to handle the operating room environment. However, to my surprise, it was nothing like what I expected. Everyone in the operating room, was part of a team and they worked together to accomplish surgery, safety and health for that patient."

Exploring Perioperative Nursing - Journal Excerpts

"I really got a chance to see that periop nursing is "hardcore nursing" and that it is a perfect fit for me. I am so completely looking forward to the rest of this semester and learning everything I possibly can about periop nursing. I was so impressed by the nurses that I had a chance to observe on Friday and I want nothing more than to be one of them in the near future."

Exploring Perioperative Nursing - Outcomes

Hospital Outcomes

- Recruitment Savings
- Orientation Cost Savings
- Retention Benefit
- Staff Development Opportunity/Adjunct Faculty Appointment
Exploring Perioperative Nursing- Outcomes

**Academic Partner Outcomes**

- Unique course offering for pre-licensure nursing students
- Elective course which sets apart high achieving students
- Provides students with increased likelihood of obtaining an OR position upon graduation
- Great opportunity to develop a very beneficial relationship with a practice partner

**Student Outcomes**

- Exposure to new area: Provides a unique experience for students to explore a new clinical area
- NCLEX Pass rate- No negative impact on the SON NCLEX pass rate: 95%
- Increased marketability of program and individual students

Listen to What Our Junior Students Have to Say......
Exploring Perioperative Nursing- Program Benefits

Benefits to the Student

- Improved potential for job placement upon graduation
- Excellent learning opportunity
- Curriculum and faculty function under the university and accreditation standards
- Academic credibility of program ensured
- Reinforces the important role of the Registered Nurse in the operating room

Let’s Hear from one of our hired periop New Grads........

Exploring Perioperative Nursing- Group Activity

Which Magnet sources of evidence does this program support?