

**National Association
of Academic Nurses**

ANCC



**The American
Academy of
Nursing**

Session Number:

Presented to: 2015 ANCC National Magnet Conference
Presented on: October 9th, 2015 from 8:00am-9:00am
Presented by: Gina Reid Tinio PhD, MS, MPH, RN-BC
Barbara Lockwood PhD, RN, CNE

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



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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 \geq 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 m 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



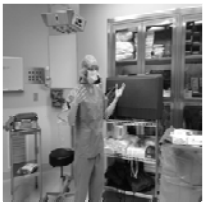
Exploring Perioperative Nursing- Journal Excerpts



"Of course when I walked into that operating room today it was the most nerve wrecking 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; it was AMAZING! 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



Exploring Perioperative Nursing- Outcomes


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



Exploring Perioperative Nursing- Outcomes

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



Exploring Perioperative Nursing- Program Benefits

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?

