

Indiana University School of Nursing, IUPUI

PRAC Project Final report

(Must be submitted within 30 days of completion of the project)

Name and rank/title of Project Director(s):

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Project Title: Evaluation of the BSN Program Outcomes as Demonstrated by the Nurse in the First Year of Practice

Project Dates: December 1, 2016 – November 30, 2017

Project Summary:

The purpose of this study was to evaluate the graduate nurse, after licensure is achieved, in the first year of practice. The study is part of a collaborative effort with Indiana University Health, a major community partner with the IU School of Nursing and employer of our graduate nurses. Demonstration of BSN program outcomes in IU School of Nursing graduates during their 12-18 months of nursing practice will provide valuable data about the achievement of our nursing program outcomes

This project was a snapshot of time for the school of nursing (SON) to work with a major clinical partner to identify opportunities for program improvement. It was successful in identifying the strengths and areas of opportunity to benefit both the SON, clinical partner, and newly licensed registered nurse. Continued monitoring of the on-going progress and performance of the newly licensed registered nurse during their first year of practice is essential. Working together will be beneficial to the newly licensed registered nurse as they prepare for a lifelong career of serving the community.

Data Collection Methods:

All newly licensed registered nurses hired at the academic health center, a partner of the SON, were placed into a residency cohort. Nurses in this facility begin their residency program after orientation at about 4 to 6 months in practice. An internal review board (IRB) approved, mixed methods approach was used in this study: 1) the newly licensed registered nurse completed a Casey-Fink Graduate Nurse Survey at the beginning of the residency, 2) a questionnaire was administered to nurse managers, educators, charge nurses, and preceptors, and 3) follow-up interviews were conducted with managers to validate and clarify the questionnaire

responses. Of the 145 Casey-Fink Surveys obtained from the residency program, 47 were from the SON participating in the project. Within the survey, nine questions represent program outcome measures by the SON. The questions are answered on a 4-point scale from 1, strongly disagree, to 4, strongly agree. The Casey-Fink Survey includes demographics such as the name of the nursing school that the nurse attended, the type of degree received, and if the nurse had previous health care work experience.

The questions from the Casey-Fink Survey were analyzed to determine baseline outcomes for the 47 newly licensed registered nurses who graduated from the SON in the study. Next, Qualitative surveys were used to determine the level of perception and satisfaction with nursing managers, educators, preceptors, and charge nurses interacting with newly licensed registered nurses from the SON during the first year of practice. The qualitative surveys for this group included questions based on the nine program outcomes for the nursing program. The nine program outcomes include: 1) demonstration of critical thinking and the use of evidence for clinical reasoning and decision-making; 2) a provider of culturally sensitive, holistic care; 3) a knowledgeable coordinator of care across the continuum of environments; 4) understanding and application of health policy, finance, and regulations; 5) understanding the professional identity of the nurse and ability to translate into the ethical and legal practice of nursing; 6) effective communicator and collaborator with the healthcare team, clients, and families; 7) a competent care provider; 8) an accountable leader and manager who can apply systems and organizational processes to promote quality care and patient safety; and 9) embraces and employs information management and technology to deliver quality care. Of the qualitative surveys sent to the group of managers, educators, charge nurses, and preceptors, 36 were returned for the study. Follow-up

interviews with managers to inquire and clarify information about findings was done in the following weeks.

Evaluation and Dissemination of Results:

The results of this project highlight the importance of collaborating with clinical partners to determine areas of strength and opportunity for the school of nursing program curricula. The information obtained will help with curricular review and development of new initiatives for the school. It was revealed that the program of study currently lacked the review and integration of death and dying in the curriculum. The project highlighted this as an area that newly licensed registered nurses struggled the most. Opportunities to work with hospice organization in the community is one idea for providing students more realistic experiences to draw upon in this area. Using these data, the school of nursing can identify other program areas to strengthen such as a review of prioritization, delegation, and organization of work. Two broader areas related to program outcomes were identified to be the focus of curricular review by the qualitative survey group: 1) the ability to coordinate care and collaborate with the interdisciplinary team and 2) the ability to lead/manage quality and patient safety. It is important to identify where in the program this knowledge and the competencies are taught and developed throughout the curriculum.

Results were disseminated through presentation at the National League for Nursing in September 2017 in San Diego, California and again in November 2017 at the Sigma Theta Tau International Nursing Conference in Indianapolis, Indiana. The project has been accepted for publication in Nurse Educator in September 2018.