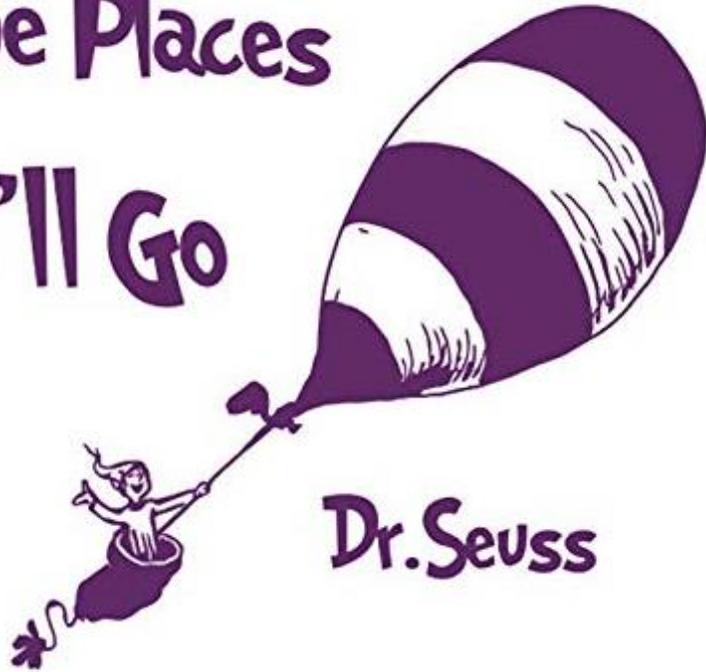


The Voice of the Nurse Resident: 2019 Vizient Conference Take-a-ways

Jan Zillman, Shaylyn Sonney, & Julia Conroe
UPMC Hamot

Oh, the Places
You'll Go



Dr. Seuss

RN Residency Program

UPMC Hamot

Lessons Learned; Our Journey

- Master's capstone
- UPMC collaboration with Pa. Action Coalition
- Systemwide adoption of Vizient/AACN
- "Making it work" @ UPMC Hamot
- Identifying and securing:
 - key stakeholders & resources
 - content experts & "creative", interactive sessions



“I always knew”



Living the Dream



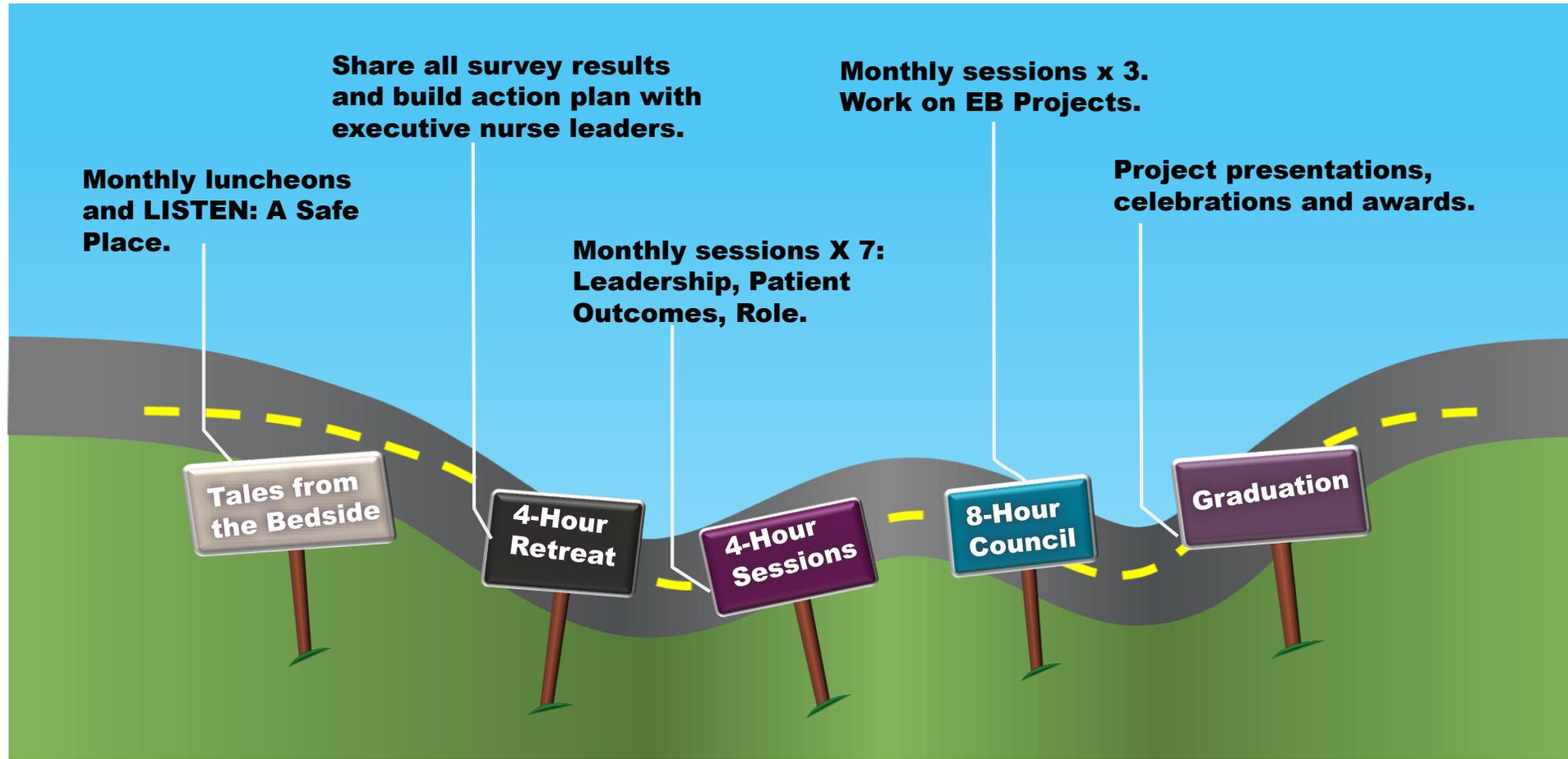
Reality Shock



Boot Camp Model



THE ONE YEAR JOURNEY



RN Residency Retreat: Cohort 2019-A April 9, 2019

No matter how difficult the
days may get, never forget the
reason you became a nurse.



Survey Results



Strongly agree

Agree

Disagree

Strongly disagree

Physical: tired, sometimes get STUCK from shift changes, less time for gym, no time to grocery shop	Physical: exercise, melatonin/nyquil, meal-prepping.
Mental: mind is constantly racing, i'm always thinking of it if I did everything I needed to.	Mental: thinking about my stress.
Social: less family / friends time, usually stressing @ work, so less time to socialize w/ coworkers.	Social: talking w/ my family / friends.
Spiritual: My mind races so much that I feel I sometimes forget to include my spirituality into my day.	Spiritual: including God @ bed time & drives home.

Based on the feedback from prior RN Residents, I commit to "practicing" the following words of wisdom:

ASKING questions, questioning orders or trying to puzzle
together WHY an order may be there, trusting
my gut.

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You are Not
Alone

I Wasn't Strong Like This When I Started Out:

TRUE STORIES OF BECOMING A

NURSE

EDITED BY LEE GUTKIND

FOREWORD BY KAREN WOLK FEINSTEIN



Panel Discussion



Based on the feedback from prior RN Residents, I commit to "practicing" the following words of wisdom:

- talking face to face with doctors / PCTS to gain respect.
- Learning that we are all human and we make mistakes
but we can learn from them
- Remembering why we do what we do.
- Make suggestions to doctors.

Goals of Vizient program

- Make the transition from advance beginner nurse to competent professional nurse in the clinical environment
- Further develop effective decision-making skills related to clinical judgement and performance
- Provide clinical nursing leadership at the point of care
- Evolve in the formation of an individual professional development
- Incorporate research-based evidence linked to practice outcomes into the care he or she provides
- Strengthen his/her commitment to the profession of nursing

Our Residency Experience

Shaylyn Sonney BSN, RN

Trauma Neuro ICU

- ✓ Shadowed the Professional Accountability Council
- ✓ Just culture graduation project
- ✓ Presented at the 2018 Nursing Symposium



Julia Conroe BSN, RN

Labor & Delivery

- ✓ Shadowed the Nursing Education and Research Council
- ✓ Magnesium sulfate toxicity graduation project
- ✓ Presented at the 2018 Nursing Symposium

Where are we now?

- ▶ Joined Professional Accountability Council (2017)
- ▶ Became facilitators of the Vizient Program (2017)
- ▶ Transitioned into chair & co-chair of the Professional Accountability Council (2018)
- ▶ Planned the first RN Residency Program reunion in February 2019- Tubing at Peek n' Peak
- ▶ Attended the 2019 NRP conference
- ▶ Developed a rubric for the graduation presentations
- ▶ Currently planning a summer RN residency reunion picnic- August 24 at Hamot Park



Evidence Based Practice Initiative Rubric

1. Identify a problem on your unit
 - a. Resources: Shared Governance Councils/ residency program facilitators/ unit director or educator/ co-workers
 - b. Develop a PICOT question

PICOT Criteria	
P	Population (patients) What specific patient population are you interested in?
I	Intervention (for interventions studies only) What is your investigational intervention?
C	Comparison group What is the main alternative to compare with the intervention?
O	Outcome of interest What do you intend to accomplish, measure, improve, or affect?
T	Time What is the appropriate follow-up time to assess outcome?

2. Review literature to support best practice (EBP)
 - a. Select 2-3 current scholarly articles
 - i. Uptodate.com, CINAHAL, professional associations, unit guidelines, policies
3. Methodology: Plan – Do – Study – Act



4. Analyze results on the research you completed on your unit
5. References in APA format
6. Complete a 10-15 minute professional presentation for graduation
 - a. Presentation ideas: poster/ power point/ handout/ video
 - b. Due date: 1 week prior to graduation
 - c. Email presentation to zillmanjm@upmc.edu



Graduation



2019 NRP Conference



What we learned!

- ▶ Create a tool kit for residents
- ▶ Round with residents on their units
- ▶ create a social media site to connect with residents
- ▶ plan social gatherings more frequently





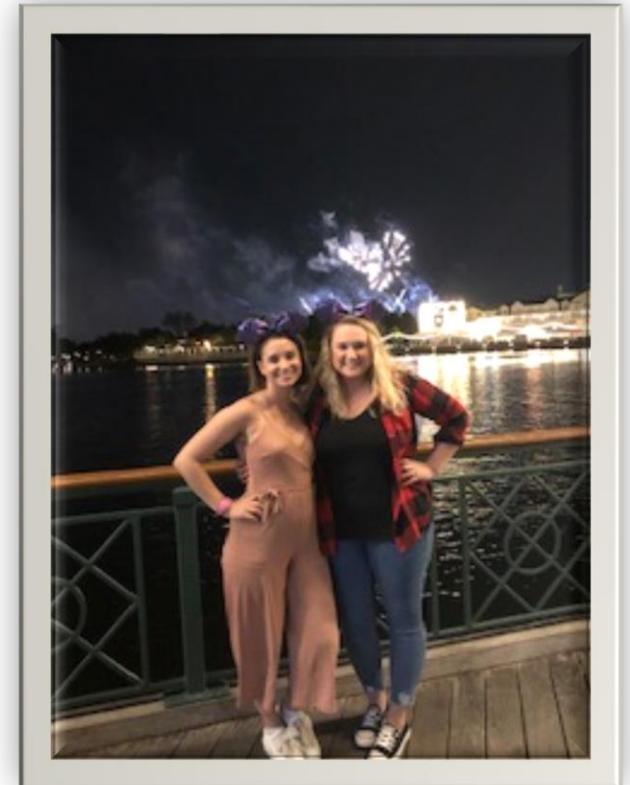
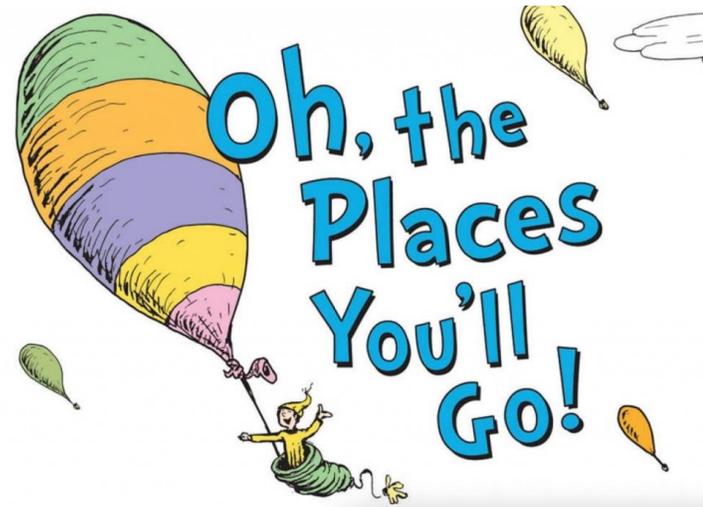
1st RN Residency
Reunion

Luncheon & Escape Room



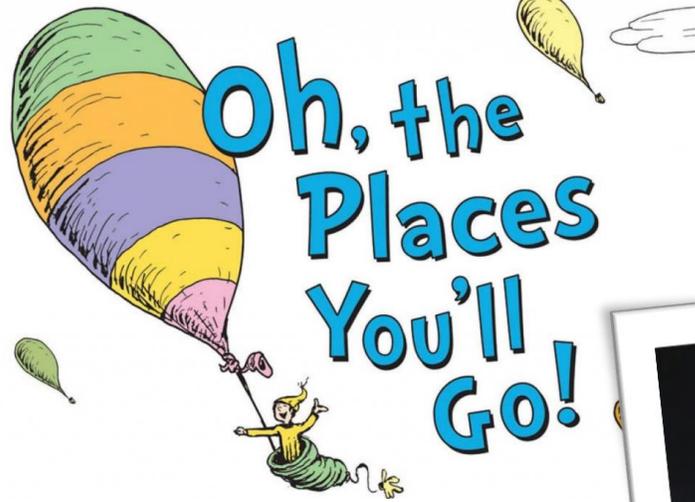
Where are we going?

- ▶ Apply to the Nurse Leader Residency program
- ▶ Present at the NRP conference
- ▶ Grow as facilitators and mentors



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Evaluation of Success

– The part of the residency program I liked most was:

1 - Getting an opportunity to hear stories from other new nurses who were in my shoes from different units to understand as whole what we all go through, but also realize were not the only ones going through this.

2 - meeting people and having familiar faces throughout the hospital

3 - tales from the bedside

4 - the seminars. They were very informational.

– How did the residency program most positively impact your role as a professional nurse?

1 - It made me feel like I was not alone and it takes time to develop skills, I will one day reach my goal.

2 - interprofessional relationships

3 - Created friendships between units

4 - Gave me knowledge on things I may never run into on my unit.

UPMC Hamot's Nurse Turnover Rate = 9.0%

