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First Author: Mary J Vickers, DNP, RN, ACNS, BC

Affiliation: University of Minnesota Medical Center, Fairview

Abstract Category: DNP in Administrative Leadership

Title: Sustaining Orientation Program Outcomes

Purpose: Creating a vision and process in a program in which outcomes are sustainable, reproducible, and promote quality patient care

Objective 1: Describe how to sustain program outcomes in orientation that promotes quality patient care

Objective 2: Describe the integration of concepts which creates improved critical thinking and assimilation into professional practice.

Abstract:

The Clinical Development Program at the University of Minnesota is in its third year, and has demonstrated sustainability in cost savings, improved critical thinking skills, and assimilation into professional practice. During this period, this program has saved over $1.3 million in orientation costs. The standard deviation of the length of orientation has also been reduced by 47% and become a reliable finding. Improvements in Basic Knowledge as measured by the Basic Knowledge Assessment Tool, (Toth, 2004) has also been sustainable. During this period turnover of newly hired nurses has remained low and significantly better than national trends. Due to these findings, this DNP prepared program manager is expanding the program to others within the Fairview Health System. This demonstrates the impact the DNP administrator can have in today’s health care environment looking for cost savings while improving outcomes.

This orientation and competency program also uses an approach to nursing education that integrates concepts from the early orientation classes throughout the competency guidelines and into the annual competency program. These concepts include but are not limited to quality measurements, documentation requirements, and professional accountability. Concept integration is an important approach to weave together data into a meaningful whole. This approach brings to reality that the whole is greater than the sum of its parts. The outcome of this approach is improved critical thinking and problem solving. It also promotes an appreciation of the important role of nursing at the bedside.