

Introduction

Hi, my name is Patty Eppel. I am the manager of the Center for Training and Development at Christian Hospital (CH) and a doctoral student at Southern Illinois University at Edwardsville (SIUE). I, along with the unit educators developed the orientation model called, The Voyage: A passage through orientation.

As a nurse manager of newly graduated nurses (NGNs) at CH in 2020, you were one of the first to experience the use of the Voyage model for unit orientation. I am inviting you to participate in a survey about the Voyage model. I am interested in your perception of using the Voyage model for NGN unit orientation.

The results of the survey will be shared with those at CH and SIUE who are interested in improving the unit orientation and retention of NGNs. Your participation is voluntary but your insight as a manager into NGN unit orientation would be invaluable. Be assured, your answers will remain anonymous. Please contact me at patricia.eppel@bjc.org if you have questions.

Terms:

NGN: A nurse who graduated from a nursing school within the past year.

The Voyage: A tiered acquisition model of five tiers and six levels.

Married State: The preceptor and NGN take the entire nursing team but the NGN only performs those skills designated in the tier set by the Voyage model.

Demographics

1. How long have you been a nurse?

- 0 to 6 months
- 7 months to 1 year
- 2 years to 5 years
- 6 years to 10 years
- Greater than 10 years

2. What is your age?

- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+

3. What unit are you a manager? (Select all that apply)

- Medical-Surgical (4th, 5th, 6th, 10th floors)
- Critical Care (ICU, SDU, 7th, 8th, 9th floors)
- Other

4. What is your highest level of education?

- Associates degree in Nursing (ADN)
- Bachelors degree in Nursing (BSN)
- Bachelors degree outside of Nursing (BA or BS)
- Masters degree in Nursing (MSN)
- Masters degree outside of Nursing
- Doctoral degree

The Voyage Orientation Model

5. During unit orientation did you observe the preceptor and the NGN staying in a married state (preceptor near by to support the NGN) to ensure the safety of patient care?

- Always Rarely
 Usually Never
 Sometimes

Additional comments

6. Prior to the NGN advancing to the next tier of the Voyage, do you feel the NGN had plenty of time to properly comprehend the skills of the current tier?

- Always Rarely
 Usually Never
 Sometimes

Additional comments

7. During the last weeks of unit orientation, do you feel the Voyage model prepared the NGN to assume a full patient assignment safely and with confidence?

Always

Rarely

Usually

Never

Sometimes

Additional comments

8. How do you feel the NGN progressed through the tiers of the Voyage unit orientation model?

Too fast to completely comprehend skills

Just enough time to completely comprehend skills

Too much time was spent to completely comprehend skills

Additional comments

9. Do you feel the weekly meetings between the unit educator and the NGN are essential to provide the NGN with guidance and support for a smooth transition to professional nurse?

A great deal

A little

A lot

None at all

A moderate amount

Additional comments

10. Did you participate in the meetings with the NGN, unit educator and preceptor to discuss progress between the tiers of the Voyage?

Yes

No

If you answered no, please explain why you did not participate in the meetings.

11. If you answered yes to question 9, did you find the meetings essential for the NGN to progress to the next tier of the Voyage model?

Yes

No

If you answered no, would you please elaborate.

12. Do you feel the Voyage orientation model builds confidence and competence in the NGN?

A great deal

A little

A lot

None at all

A moderate amount

Additional comments

13. Do you feel the Voyage orientation model prepared the NGN to be an independent and safe nurse on your unit?

A great deal

A little

A lot

None at all

A moderate amount

Additional comments

14. What value would you give to the Voyage model as a tool to ensure proper unit orientation for the NGN?

Extremely valuable

Not so valuable

Very valuable

Not at all valuable

Somewhat valuable

Additional comments

Final Thoughts

15. Do you feel the supplemental courses in the Center for Training and Development (Nursing Orientation, EPIC Training, Nurse Fellowship, Critical Care Class, ECCO E-learning) enhanced the unit orientation along with the Voyage model for the NGN?

- A great deal A little
- A lot None at all
- A moderate amount

Additional comments

16. Which preceptor roles are important for a successful unit orientation of a NGN? (Select all that apply)

- | | |
|--|---|
| <input type="checkbox"/> Creating a calm, supportive learning environment | <input type="checkbox"/> Teaching policies and procedures |
| <input type="checkbox"/> Creating confidence in the NGN | <input type="checkbox"/> Teaching proper documentation |
| <input type="checkbox"/> Socializing the NGN into the unit, CH, and BJC environments | <input type="checkbox"/> Ensuring patient safety |
| <input type="checkbox"/> Enhancing clinical reasoning | <input type="checkbox"/> Reinforcing communication and teamwork |

Additional comments

17. What is the most satisfying about being a manager to a NGN? (Select all that apply)

- Teaching
- Coaching
- Role modeling
- Mentoring

Additional comments

18. What is least satisfying about being a manager to a NGN? (Select all that apply)

- Not enough time to teach
- Not enough time to coach
- Not enough time to role model
- Not enough time to mentor

Additional comments

19. How do you rate the overall orientation of the NGN on your unit?

- Excellent
- Good
- Fair
- Poor

Please provide comments about orientation: What goes well, what needs improvement?

20. Thank you for taking the time to answer questions about your experience with the Voyage orientation model. Please provide any further comments/suggestions that could help improve the overall orientation process and retention of the NGN at Christian Hospital.