

The University of Texas Medical Branch Health, Galveston, Texas

Driving Forces for Change

1. Dissatisfaction 2. Improve Utilization of Faculty 3. Increase Recruitment 4. Elevate Professional Practice 5. Enhance Experiences of Student, Preceptors (Nurse Clinician Instructors) and Patients

DEU Supporting Structures

- UTMB Health System – Perfect Laboratory with – Hospital, SON, and Excellent Interprofessional Collaboration
- CNO, Dean and Director s – Support and Financial Resources.
- Dedicated Education Unit (DEU) Steering Committee
 - Nursing Education Instructors - Program Planning and Coordination for Hospital
 - Nursing Faculty from the UTMB SON Program Planning and Coordination for SON .
- Academic Medical Center Physical Plant that Accommodates All Activities.
- Good Samaritan Houston , Texas Grant that Supported Early Dissemination of Information to Nursing Community
- Preceptor Program/Orientation//Debriefings



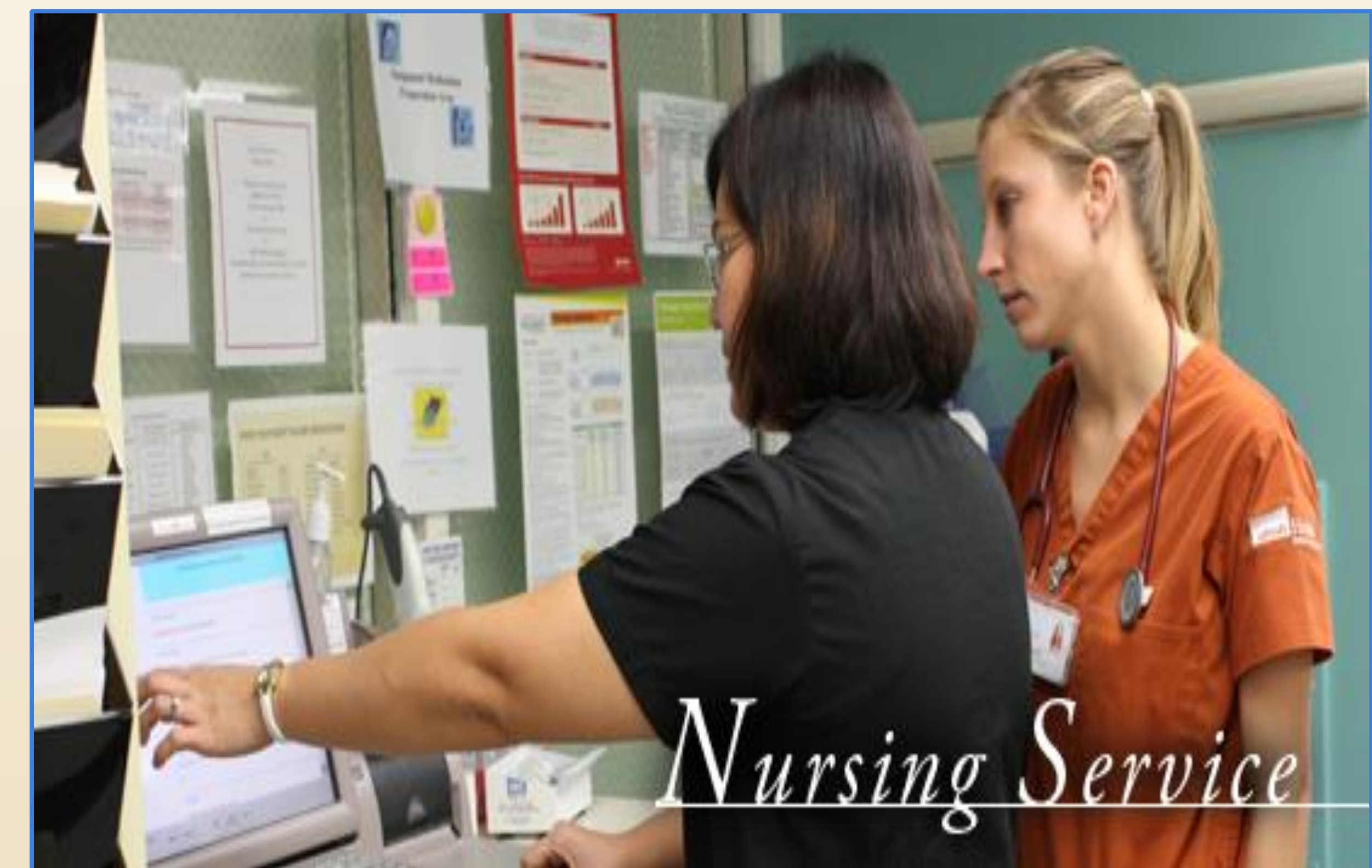
DEU Activities and Processes

- Attended University of Portland July 2011 DEU Conference and Learned About the DEU.
- Assembled a Guiding Coalition of Executives, Faculty, Managers and Staff - met Weekly and Reduced to Biweekly After Year One.
- Identified Pilot Units – 3 Med-Surg Units in the UTMB Texas Criminal Justice Hospital - 24 Students and 12 Engaged Nurse Clinician Instructors - Key To Success. Great Support from Unit Staff at All Levels
- Identified Education Needs – Including Preceptor, DEU Concepts Orientation , Unit Routines with Attention to Barriers to Success
 - Revised UTMB Preceptor Program with Ongoing Evaluation
 - Developed DEU Orientation Program with Faculty, Educators, Clinicians
 - Created a “Day in the Life Scenarios” for Each Unit
- Developed a Web Site for DEU Information and Resources
- Incorporated Welcoming Events for Each Group
- Arranged for Student Debriefings
- Developed Standard Recognition Events for Each Group of Preceptors and Students - Pins and Certificates of DEU Experience (see pins below) .
- Added an Additional 10 units Over the Year.
- Developed a Survey Tool for Change Measurement and Writing Articles



DEU Outcomes

- Highly Successful Pilot - Students and Nurse Clinicians Report High Satisfaction
- Educated 161 Preceptors since 2012 with 8 to 14 Per Cohort Program 6X per year.
- 24 Students in Pilot
- 276 Additional DEU Rotations through Summer 2014.
- Invited Experts from Portland and Boston to Evaluate, Consult, and Present at DEU Focused Conference in October 2012.
- Requests from Students for DEU Rotations
- MD Engagement in Pilot Unit – Strong Collaboration
- Received 2013 Team Award Recognition for UTMB CNO Admire Award



Faculty

- “I can’t recall ever seeing students so welcomed with their students locker to place their personal belongings”
- “All of the nurses have been so good at finding the students the types of experiences they need ”
- “Observation was more the norm before and the students are participating more often in direct hands on care ”
- “Our students are requesting repeat rotations on DEUs because the experiences are so great”

Students

- “I have really enjoyed the DEU experience. I think it has allowed us to progress more rapidly and perform more skills. We build a relationship of trust with our preceptor and they know our capability. I would highly recommend that this process continue. I have learned and performed more things than I thought I ever would.”
- “The DEU program has been a great experience. Working with the same nurse each week really gives you the experience of a day in the life of a nurse because you get to experience the steps of the nursing process and learn how to manage time much more efficiently.”

Clinicians

- “I have really enjoyed having the students Initially I thought it would be difficult to manage four patient with two students but we work as a team to care for the patients and it works pretty well” .
- “It has been nice having the students – they have become such a part of our unit, we hope we can hire them all when they graduate”.
- “They are really smart and we sometimes look up things together so we all learn. They challenge us and keep us on our toes’.
- “They showed interest in performing nursing skills and performed procedures with confidence. When the student shows interest it makes a difference. I really enjoyed working with them. “

Managers

- “This has far exceeded our expectations, it has been very positive for the unit and the patients.”
- “The nurses have become an important part of the unit and one of our physicians will make rounds and meet with the nurses and ask them questions.. They have begun to prepare for his rounds and he teaches them a lot .”
- “The students are learning more and they are actually more help to the nurses than with traditional rotations. Everyone is better informed about what the students can do”