



# Senior Success: Transitions in Tumultuous Terrain

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## Objective

### Students Learning in Crisis Environment:

The US Department of Labor cites that while the United States has over 4 million registered nurses, many of them are no longer practicing. This statistic existed pre-pandemic, yet, is augmented in this current pandemic climate.

The pandemic also augmented nurse staffing concerns. Nurse preceptors continue to help with clinical and new hire orientation without pay, bonus, or other incentives.

Nurse burnout, turnover, and compassion fatigue are at their highest levels.

Senior nursing students have increasingly expressed concerns anecdotally about learning in the hospitals from 'burnt out' professionals.

Our question: what do we do as nursing faculty to help combat these concerns?

Our group will share our interprofessional experience to engage students outside of the classroom through building relationships, sharing real life experiences, and improving self awareness and resilience.

## Alignment

### Inclusive:

Learning activities engaged students outside the traditional classroom:

- Relationship building opportunities
- Small groups discussions and real life topics
- Safe space with hydration and nutrition

### Impactful:

Learning activities relevant beyond college or course content:

- Managing Stress
- Confrontation/Crucial Conversations
- Personal & Professional Success
- Self Care & Work/Life Balance

### Integrated:

Learning activities encouraged real life critical thinking:

- Developing spirit of lifelong learning
- Encouraged networks/relationships to approach real life problems
- Group debriefing and processing



## Senior Success Sessions



*'Health care delivery systems are "held together, glued together, enabled to function ... by the nurses.'* Adapted from Lewis Thomas

### Student Success Sessions Structure

- Monthly sessions
- 1 hour
- Student-driven content
- Student-drive faculty, leadership, & staff

| Senior Success Session #1<br>1/18/2021<br>Tentative Agenda   | Senior Success Session #2 on 2/15/22 EC Lecture Hall 1 12-1250<br>Purpose: Have a place to discuss topics designated to help nursing students with personal and professional success.   | Senior Success Session #3 on 3/22/22 EC Lecture Hall 1 12-1250<br>Purpose: Have a place to discuss topics designated to help nursing students with personal and professional success.  | Senior Success Session #4 on 4/19/22 EC Lecture Hall 1 12-1250<br>Purpose: Have a place to discuss topics designated to help nursing students with personal and professional success.  |
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| <p>1200 - 1220 -Welcome/Purpose - Katie<br/>Get to know the students and leaders - ice breaker - Katie &amp; Leaders</p> <p>1220-1250 -Mini session topics - break up into small groups<br/>Preceptors/Mentors - what are these- describing those relationships between student/mentor and preceptor/mentor - Kerri Katie Melissa - share definitions/experiences<br/>Have the small groups discuss examples in their own life, then come back to ask questions<br/>Professional Behavior - what are examples of this behavior - good/bad - share with students some personal stories<br/>Have the small groups discuss examples in their own life, then come back to ask questions</p> <p>1250-1300 - Wrap Up<br/>Go over schedule, expectations, talk about the survey that is going out today, ask them to fill it out, ask them off hand what topics they'd like to see covered, questions they'd like to have addressed</p> | <p>1200 - 1205 -Welcome - Get snacks (Katie bringing snacks from the survey results that they wanted) Have a minute to reflect and recap from previous topics of Preceptors/Mentors and Professional Behavior.</p> <p>1205-1250 -Session Topics - Break students up into small groups with 3 Session Leaders: Profs Irwin &amp; Tucker, Dr. Shenefield (Wellness on this date)</p> <p>Topic 1 - Handling stress/juggling priorities ~20 minutes<br/>Exemplar - Dr. Shenefield would you want to say something about the stresses of nursing, the stresses of nursing school to them first for like 5-10 minutes, and then we break up into groups and debrief for about 5-10 minutes<br/>Have the small groups discuss examples of juggling/working under pressure/staying organized during stress. Share key points after group discussion.</p> <p>Topic 2 - Handling interview process/job ~20 minutes<br/>Exemplar - Kerri some students on their survey actually asked for you to talk about "how to market yourself" and I'm guess it might be immersion students but this might set them up nicely as this date the career fair was 8-11 and round tables will be 1-250pm during their next class.<br/>Have the small groups share interview questions/leaders share tips. Share key points after group discussion.</p> <p>1250 - Wrap Up</p> | <p>1200 - 1205 -Welcome - Let them get food and water!</p> <p>1205-1250 -Session Topics -<br/>Topic 1 - Tough conversations/conflict resolution~20 min total - 1205-1225<br/>Exemplar sharing in big group - Dr. Shenefield would you want to discuss examples of conflict resolution and crucial conversations. How to give feedback when working with other generations is a big one, too, how to work with multiple generations.<br/>If time, do small group break out - discuss examples of conflict resolution and crucial conversations. How to give feedback when working with other generations. I even love a little role play of tough conversations if appropriate. Depending on the size we may have a few students per each of the 4 of us.<br/>Topic 2 - What happens when you get 'stuck' ~20 min total - 1225-1245<br/>I was thinking maybe for this part, we do a 'panel' of the 4 of us and maybe anyone else who is upstairs. We can each talk about a time when we have felt stuck in our career - share with them what we did to get out of the rut, and maybe each 1 tip or thing that is a 'must have' for us personally for a part of our self care.<br/>I think the students could sprinkle us with questions in this second section.</p> <p>1245-1250 - Wrap Up/Clean Up</p> | <p>1200 - 1205 -Welcome - Let them get Pizza and start to eat</p> <p>1205-1250 -Session Topics<br/>Topic 1 - How Resting and Celebrating help with Resiliency - 1205-1230<br/>Kerri and I talked and we'd love to revisit breaking them up into small groups with 1 of each of us in their group.<br/>I am happy to lead a few discussion points about rest and celebration - why this is important. Why we often overlook this especially in nursing. I think in the small group, we can discuss examples of how we do this, ask them how they do this, and what are their goals for rest and celebration for after graduation/starting their job.<br/>Topic 2 - Synthesizing Knowledge - 1230-1245<br/>In their small groups or at large we could ask them what their take <u>away</u> were and for everyone to summarize a few of those key points. We could then have them give time to complete their post survey, too. Maybe they take time to write down on an index card what one take away is or make a SMART goal of how they will implement this in practice.</p> <p>1245-1250 - Wrap Up/Clean Up</p> |

## Outcomes

### Attendance:

- 12-18 of a cohort of 38 attended 4 success sessions
- Students maintained engagement/attendance

### Student Comments:

- 'Down to earth, supportive, comfortable environment where you could be honest'
- 'A personable environment where we could all come together and talk openly'

### Student Confidence Scales:

- First round of raw data collected
- Desire to test validity and reliability of measures

### Student Engagement:

- Stayed engaged for the full hour
- Had questions pertaining to real life
- Immediate instructor feedback

## Franciscan Sponsorship Values

### Responsible Stewardship:

- Finding time to connect on days students were available and on campus

### Dignity of the Individual:

- Meeting students where they are
- Allowing students to be themselves

### Peace & Justice:

- Non-graded, safe environment
- Inclusive to all senior students

### Reconciliation:

- Sharing open, real life experiences
- Asking real-life questions



## Literature Cited

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