



Benefits and Challenges of MS Leadership/Administration Students in Practicums Where Employed

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Disclosures

- ▶ Janice M. Jones, University at Buffalo, School of Nursing
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- ▶ Objectives
 - ▶ Identify benefits and challenges of using a student’s employment setting for completion of the leadership/administration practicum.
 - ▶ Describe examples of practicum projects that are mutually beneficial to the MS Leadership student and the organizations in which they are employed.
- ▶ The authors declare no “Conflict of Interest of any sort related to this presentation.
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This is how we've always done it.

Suspend your thinking on the way things are "usually done."

Similar to embracing EBP

Nursing Administration/ Leadership/Management Programs

- ▶ DNP or MS program
- ▶ DNP in this specialty not available in NYS
- ▶ All require a practicum or “clinical” hours
- ▶ Location? Location? Location?

The evidence for practicum sites

- ▶ Little evidence in the literature regarding best practice
- ▶ Council of Graduate Education in Administrative Nursing (CGEAN)
 - ▶ 2011 survey – practicums outside the student’s work environment
- ▶ Androwich et al. (2011)
 - ▶ Identified practicum deliverables but no mention of practicum locations in relation to the student’s work environment
- ▶ AACN MS Conference poster presentation

The Practicum “Project”

- ▶ Research-based
- ▶ Non-research based
 - ▶ Quality
 - ▶ Evidence-based guideline implementation
 - ▶ Magnet
 - ▶ Staff
- ▶ Alignment with course and program outcomes
 - ▶ Essentials
 - ▶ QSEN

Organizational Fit

Project must also align with the mission and values of the organization where the practicum is being done.

Paradigm Shift

What we have always done.

- ▶ Practicum outside place of employment.

Thinking about the goals of the practicum in a new way.

- ▶ Practicum within place of employment.



Challenges Related to Practicums Where Employed

- ▶ Appropriate separation of work and school time to assure that each endeavor receives the student's full attention at the right time.
- ▶ Assurance through an honor code and activity/time documentation software attesting that hours at the employment setting are attributed correctly.

Challenges Related to Practicums Where Employed

- ▶ A limitation of learning “other ways” of doing things that come with education in a different setting
- ▶ Potential reluctance of setting staff to letting the known student engage in difference or advanced clinical activities

Benefits to Practicums Where Employed

- ▶ Opportunity to influence:
 - ▶ Organizational policy and culture through leadership, scholarship, education, and clinical practice.
 - ▶ Patient care through transformation of knowledge gained through clinical projects.
- ▶ Service as a common stakeholder with colleagues in patient care.

Benefits to Practicums Where Employed

- ▶ Collaboration in mentoring partnerships that may lead to:
 - ▶ Inter-professional changes at the bedside.
 - ▶ Curriculum changes as faculty interact with the student in this collaboration.
- ▶ Contribution to a Magnet Journey by assuming a key project that mutually benefits the student and the employment setting.

Benefits to Practicums Where Employed

- ▶ Improved efficiency and efficacy for the student in terms of work, travel, and personal life that merge under a single roof.
- ▶ Ease of access to the electronic medical record because of prior staff training.
- ▶ Awareness of the best personnel resources to assist in project completion.
- ▶ More inherent desire to help a student known to the setting staff.

Benefits to Practicums Where Employed

- ▶ Potential enhancement of colleague's image of the student who is now seen in a different or advanced light.
- ▶ A possible better match for the student seeking a particular clinical experience, e.g., type of administration setting, that would otherwise be difficult to find in the area.

Organizational & School of Nursing Image

- ▶ Student projects are presented at:
 - ▶ Administrative meetings
 - ▶ Nurse manager meetings
 - ▶ Council or committee meetings
 - ▶ Staff meetings
 - ▶ Local and national research days
- ▶ Used for staff development



Everyone wins!

A win-win-win situation for the student, the organization and the school of nursing.

- ❖ SON – Recruitment tool
- ❖ Organization - Branding

Evaluation by Our Preceptors and Students

Evidence from preceptors

Evidence from students

Weighing the Benefits and Challenges



Thank you
and
Questions

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