

Welcome

Hi, my name is Patty Eppel. I am the manger 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 newly graduated nurse (NGN) 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 experience with the Voyage model. And, I would like to know if the Voyage model prepared you for your first year of nursing at CH.

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 would add insight into NGN unit orientation. Be assured, your answers will remain anonymous. Please contact me at patricia.eppel@bjc.org if you have any questions.

Terms:

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

The Voyage: A tiered skills 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. Was your very first unit orientation as a graduate nurse located at Christian Hospital (CH)?

- Yes
- No

4. If you answered yes to question 3, which area at CH did you receive unit orientation as a graduate nurse?

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

5. 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

6. How many preceptors did you have during unit orientation?

1 - 2

7 and above

3 - 4

Too many to remember

5 - 6

7. During unit orientation, was the Voyage orientation model followed daily by your preceptor(s)?

Always

Rarely

Usually

Never

Sometimes

I'm not sure

8. During unit orientation, did your preceptor stay with you in a married state (always nearby for support) to ensure the safety of patient care?

Always

Rarely

Usually

Never

Sometimes

Additional comments

9. As established by the Voyage plan for your unit, were you introduced to new skills in the tier gradually by your preceptor?

Always

Rarely

Usually

Never

Sometimes

10. Prior to advancing to the next tier of the Voyage, did you feel you had time to comprehend the skills of the current tier?

Always

Rarely

Usually

Never

Sometimes

Additional comments

11. During the last weeks of unit orientation, did the Voyage plan prepare you to assume a full patient assignment safely and with confidence?

A great deal

A little

A lot

None at all

A moderate amount

Additional comments

12. How do you feel you 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

13. During orientation, did the weekly meetings with the unit educator provide you with guidance and support for a smooth transition from a NGN to a professional nurse?

- Always
- Usually
- Sometimes
- Rarely
- Never

14. Did the meetings with the manager, educator and preceptor between the tiers of the Voyage, help guide and prepare you for the next stage of orientation?

- Always
- Usually
- Sometimes
- Rarely
- Never

15. Do you feel the Voyage orientation model builds confidence and competence in the graduate nurse?

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

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

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

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

A great deal

A little

A lot

None at all

A moderate amount

Additional Comments

Final Thoughts

18. What aspects of your new work environment are most satisfying? (Mark all that apply)

- | | |
|---|--|
| <input type="checkbox"/> Teamwork | <input type="checkbox"/> Opportunities to grow as a professional nurse |
| <input type="checkbox"/> Work environment | <input type="checkbox"/> Being a part of Christian Hospital |
| <input type="checkbox"/> Interpersonal relationships with staff, educator and management team | <input type="checkbox"/> Being a part of BJC |
| <input type="checkbox"/> Ongoing learning/support from preceptor, mentor, educator, manager | |

If you chose any of the above or there are areas of satisfaction not mentioned, please elaborate below why these areas are most satisfying.

19. What aspects of your work environment are least satisfying? (Mark all that apply)

- | | |
|--|--|
| <input type="checkbox"/> Teamwork | <input type="checkbox"/> Opportunities to grow as a professional nurse |
| <input type="checkbox"/> Work environment | <input type="checkbox"/> Being a part of Christian Hospital |
| <input type="checkbox"/> Interpersonal relationships with staff, educator and management team | <input type="checkbox"/> Being a part of BJC |
| <input type="checkbox"/> Ongoing learning/support from preceptor, mentor, educator and management team | |

If you chose any of the above or there is an area of dissatisfaction not mentioned, please elaborate below why these areas are most dissatisfying.

20. How do you rate your overall new graduate nurse orientation?

- Excellent
- Good
- Fair
- Poor

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

21. Do you have an intent to stay on your unit for at least a year?

- Very likely
- Likely
- Neither likely nor unlikely
- Unlikely
- Very unlikely

Please comment what has mostly influenced your intent to stay or leave your unit within the first year.

22. Thank you for taking the time to answer questions about your experience as a new graduate nurse at Christian Hospital and with the Voyage unit orientation model. Please provide any further comments/suggestions that could help us improve the overall orientation process and new graduate nurse retention at Christian Hospital.