

Giving Back to Move Forward: New Graduate Nurse-Lead Change Innovations in Health Care Settings

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Background

New graduate Registered Nurses (RNs) face unique challenges during the role transition experience (IOM, 2010) including high performance expectations in health care settings, including high patient acuity, and increased accountability for nursing quality indicators (Trepanier, Early, Ulrich & Cherry, 2012).

Purpose

This project will evaluate administrative impacts of innovation of new graduate Nurses with a Residency Program model designed to exceptionally support new graduate RNs during the post-academic entry to clinical practice.

Intervention

Using the Johns Hopkins Nursing Evidence-Based Practice Model and Guidelines (Newhouse, Dearholt, Poe, Pugh & White, 2007) supporting evidence-based innovations, an NRP model was developed addressing the need for providing strategic transitional academic to clinical practice support while focusing on organizational goals, nursing sensitive indicators, and demonstrating sustainable practice and policy changes.

Theoretical Framework

Roger's Diffusion of Innovations Theory (1962) provided the framework for adopting this innovation. Nursing leaders acquire knowledge to become early adopters of this model. Engagement of new graduate RNs occurs through participation, and retention of this market reinforces the innovation and organizational return on the initial investment. Confirmation is achieved with positive stakeholder interactions and improvements to patient care quality, supporting continual adoption of the innovation.

Evaluation

Defines and explores metrics of successful Residency programs, impacts of participant-led evidence-based practice projects for innovative patient care practices, and a review of outcomes for nursing quality indicators.

Implications

Implementing a NRP has improved the quality of the new graduate RN experience. impacted Nursing quality indicators, and resulted in numerous policy and practice changes. Roger's theory provides an effective framework for continual adoption of this NRP model.

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