

## HISTORY

UMC has a Practice Transition Accreditation Program (PTAP) that is accredited with distinction and desired by new grad RNs. One component in addressing current nursing shortages is by hiring new graduate RNs into the acute care environment strategically. The original process consisted of:

- Approximately 75 applicants
- Hire 15-20 applicants each cohort
- Traditional interview process cumbersome:
- Applicants completing college requirements
- NCLEX testing
- Getting the same interviewers to the interviews
- How to compare interview results over time
- Interruptions
- Took many hours

## PROCESS IMPROVEMENT NEEDS

- Complete in one day
- Allow input from nursing leaders
  - formal (nurse managers, directors, and charge nurses)
  - informal (UBC members, preceptors and floor RNs)
- Provide consistency in questions and scoring
- Include independent measure of critical thinking
- Provide information about PTAP program
- Meet HR requirements for interviewing

## METHODS

1. Applications are qualified by Human Resources (HR).  
All qualified are offered interview.
2. Number of questions that will be asked are determined (we use 6).
3. Length of time to answer each question is determined (6 minutes).  
36 minutes with 1 minute between each question.  
That allows each session to be 45 minutes long.
4. Eight- 45 minute sessions can be completed in one day with training, breaks and lunch
5. Total number of interviewees is divided by 8 and schedule is set.
6. Interviewees sent instructions to sign up for appointment, general information about interview.
7. Nursing leadership and staff RNs invited to interview candidates.
8. Central Operations Nurse Leaders provide support



## RESULTS

- 149 qualified applicants
- 126 applicants signed up for interview appointments
- 119 applicants attended interview
- Interviews completed between 0745 and 1515 (7 ½ hours) with a 15 minute break, 45 minute lunch
- Spreadsheet sorted by score
- Hire recommendations were sent to HR

## CONCLUSIONS

**Speed interviewing is an effective tool to interview a large cohort in a short amount of time!!**

## REFERENCES

‘See Poster Author for references’,

