

UMC Preceptor Initiative

Kimberly Green, BSN, RN, EMS-RN
Traci Dodd, BSN, RN
Heather Spaulding, MSN, RN-BC, CPN



BACKGROUND

Healthcare students bring fresh, evidence based practice that has been shown to improve nursing care and overall patient outcomes⁽²⁾. UMC is a premier teaching hospital dedicated to serving the Las Vegas Valley, yet no preceptor incentives or recognitions are currently in place. It is believed that a formal preceptor program will allow UMC to provide the best care possible to it's patients, staff, and the community as a whole.

PURPOSE

To evaluate the effectiveness of various recruitment and retention strategies to increase the amount of healthcare professionals willing to act in a preceptor role.

METHODS

"The Nurse Preceptor Toolkit"⁽¹⁾ was utilized to form the following plan: Create a list of feasible options, use the provided survey format to solicit input from identified preceptors, use the results to identify which recognition options are most valued by preceptors. The "Preceptor Recognition Survey" was sent to all identified preceptors hospital wide. Data then evaluated to find which incentives are valued by preceptors, fiscally responsible, and applicable to UMC.

Use this awesome QR code to see all of our data for yourself!



RESULTS REVIEW

Received 74 responses from 28 nursing units. Majority of preceptors work day shift, at a rate of 70.27%. More than 50% of the respondents had 13 or more years of experience. However, 40% of nurses answered that they had been a preceptor at UMC for less than two years, indicating a large burnout rate. When asked if they felt valued as a preceptor, 74% of respondents answered with an option less than "strongly agree." When asked if they would continue to precept next year, 60% of respondents answer with an option less than "strongly agree." As for incentives, salary differential was most frequently rated number one at 65.75%. Free lunch vouchers and iCare4U cash frequently rated second, third, and fourth priority above other available options.

CONCLUSIONS

The approved preceptor program will include an application process, requirements for ANCC preceptor certification, and the following incentives:

- iCare4U cash tickets for each preceptor shift
- Recognition in unit huddle & Pulse
- Monthly preceptor of the month with parking space and E-Board story highlight
- Participation counts towards clinical ladder
- Quarterly lunch-n-learn, free CEUs
- Preceptor pins

The program will be reviewed one year from initiation to determine its effectiveness in preceptor recruitment.

REFERENCES

- (1) Nursing Executive Center. (2019). The Nurse Preceptor Toolkit. The Nurse Preceptor Toolkit.
- (2) Dans, M., Pabico, C., Tate, M., & Hume, L. (2017). Understanding the New Pathway to Excellence® Standards. Nurse Leader, 15(1), 49–52. doi: 10.1016/j.mnl.2016.09.010
- (3) Magnet Model - Creating a Magnet Culture. (n.d.). Retrieved February 22, 2020, from <https://www.nursingworld.org/organizational-programs/magnet/magnet-model/>

