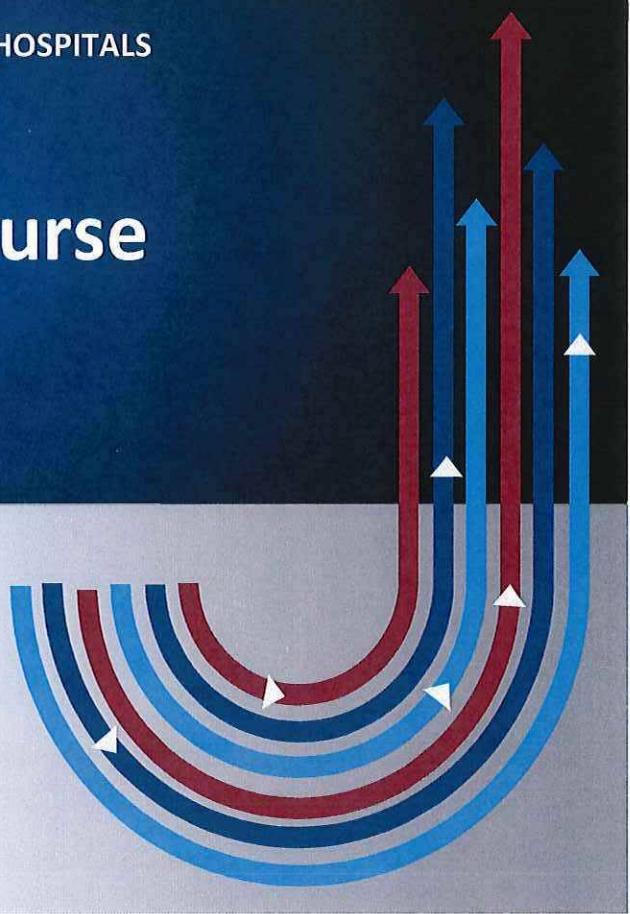


BEAUMONT: GROSSE POINTE, ROYAL OAK AND TROY HOSPITALS

# Casey-Fink Graduate Nurse Experience Survey 2015 Year Report



January 18, 2016

**Beaumont**

Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

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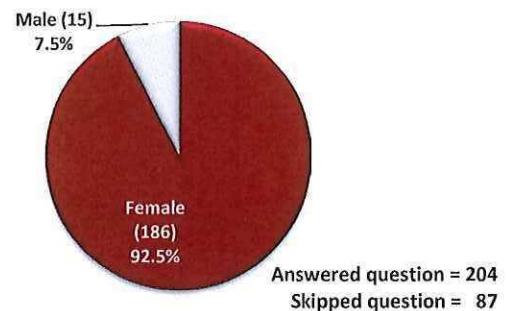
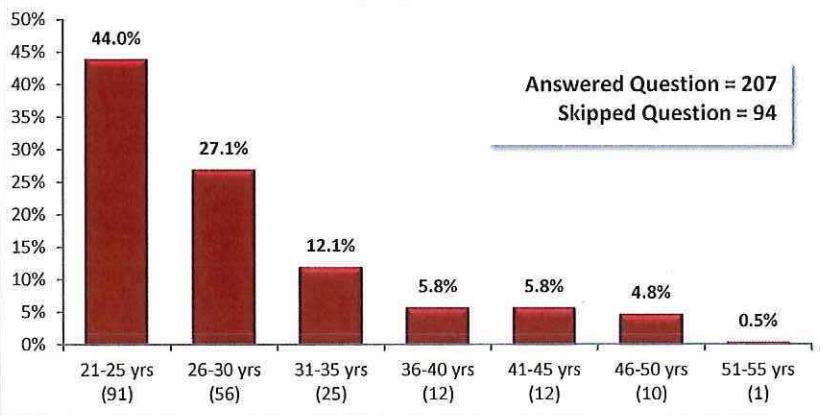
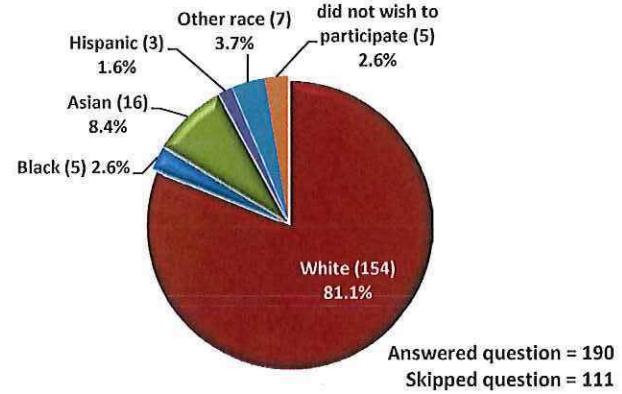
# **GN Residency Overall Combined Grosse Pointe, Royal Oak, and Troy**

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

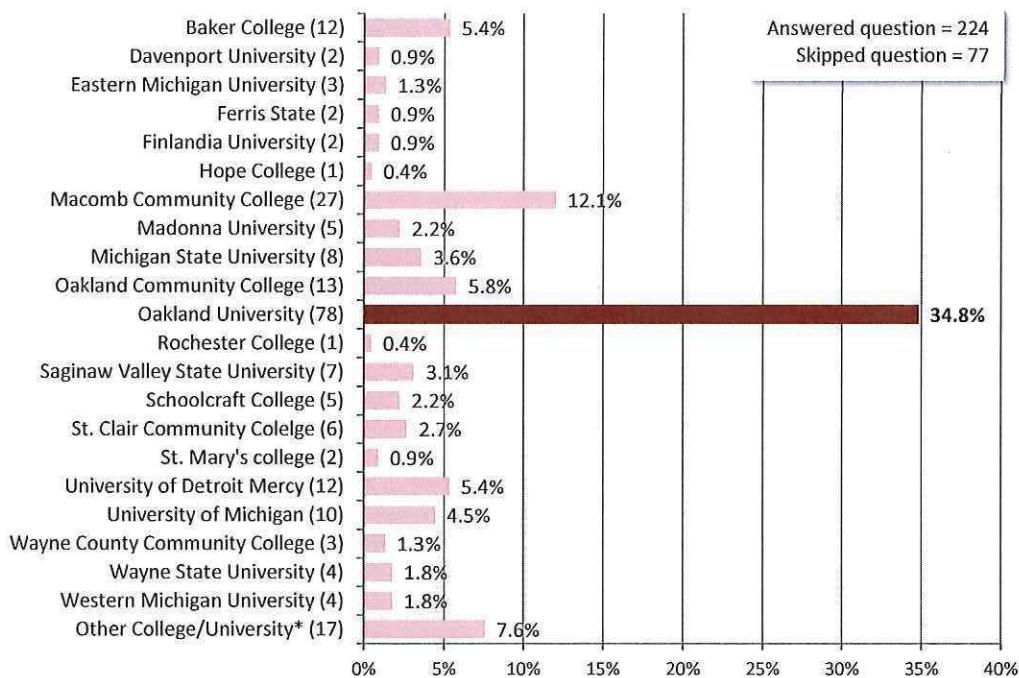
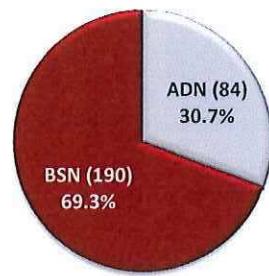
**GN - Overall Combined: Demographic Information**

		Answered question	Skipped question
How long you have been a graduate nurse?		272	29
Identify the hospital campus you presently work at.		275	26

Surveys completed in 2015 = 301	2 months Combined	6 months Combined	12 months Combined	Overall Combined
Grosse Pointe	15	11	7	33
Royal Oak	44	66	49	159
Troy	29	26	26	81
<b>TOTALS</b>	<b>88</b>	<b>103</b>	<b>82</b>	<b>273</b>

**GN Residency Participants by Gender Overall****GN Residency Participants by Age Overall**  
**Average Age = 28****GN Residency Survey participants by Race Overall**

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN - Overall Combined: Degree/School Information****GN Residency Survey Participants School Attended - Overall Combined****GN Residency Survey Participants Nursing Degree****\*Other College/University:**

- Loyola University, IL (1)
- MCPHS University, MA (1)
- Philippines (4)
- Purdue University, IN (3)
- University of Central Florida (1)
- University of Rochester, NY (1)
- University of Toledo, OH (1)
- University of Windsor (1)
- Valparaiso University, IN (2)
- Wesleyan University, IN (1)
- Xavier University, OH (1)

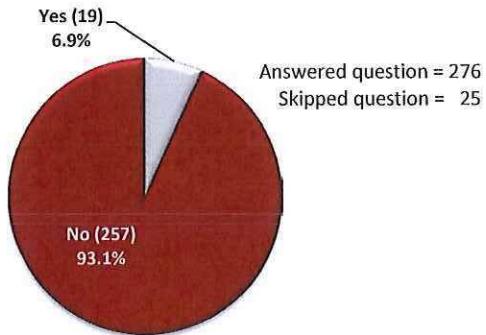
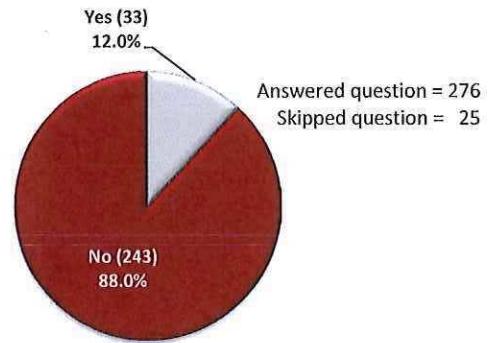
## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Overall Combined****What previous health care work experience have you had?**

Answer Options	Response
Volunteer	38.4% 66
Nursing Assistant	65.1% 112
Unit Secretary	7.6% 13
EMT	2.3% 4
Student Externship	4.1% 7
Other (please specify)*	20.3% 35
<i>Answered question</i>	172
<i>Skipped question</i>	129

**\*Other responses:**

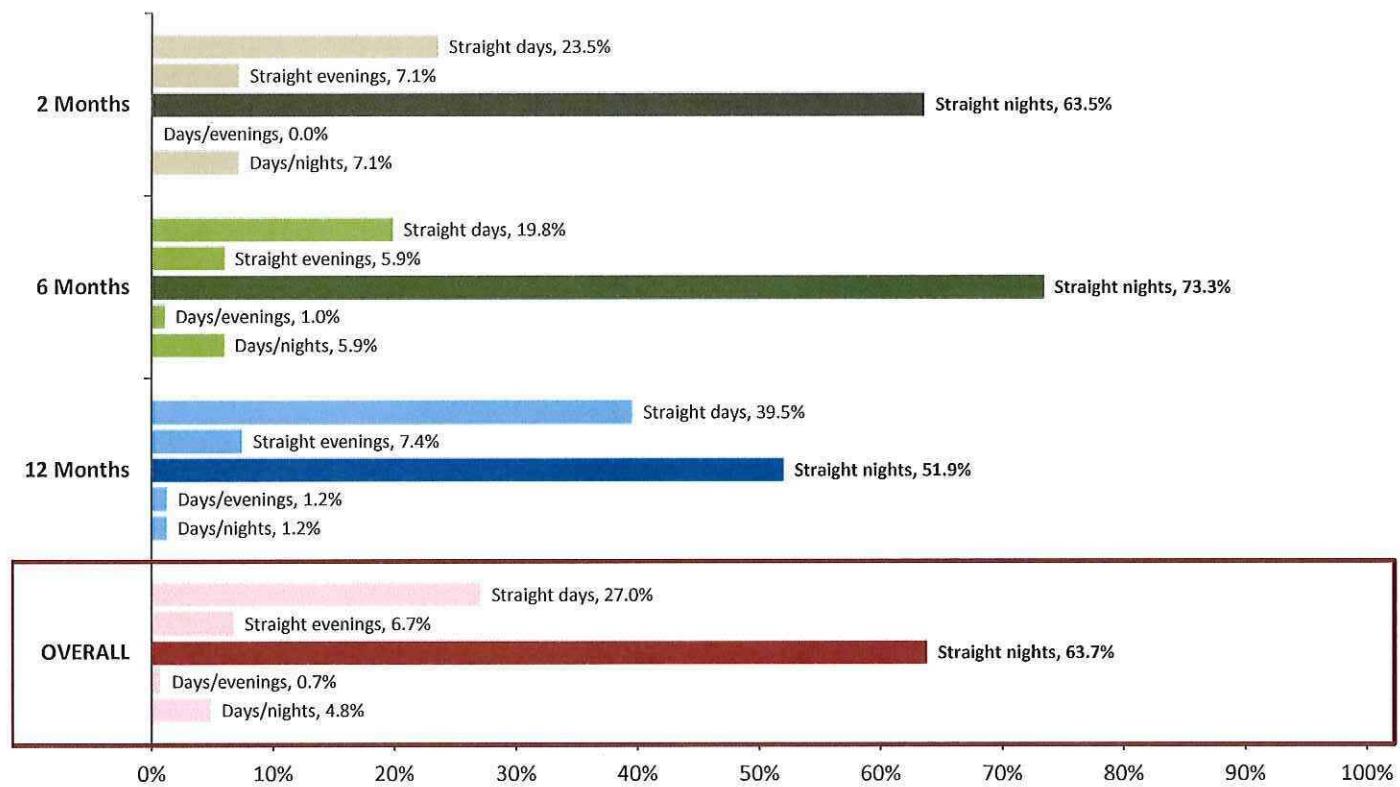
- Beaumont NICU Volunteer
- Cardiac Rehab Internship
- Dental Assistant
- ER Tech
- Home Health Aide
- Laboratory
- Licensed Veterinary Technician
- LPN
- Muscular Dystrophy Assoc. Health Care Coord.
- Nurse Tech
- Office Manager Internal Medicine
- Outpatient Mental Health Receptionist
- Patient Service Rep
- Patient Sitter
- Patient Transporter
- Phlebotomist
- Physical Therapy Tech
- Rehab Technician
- Surgical Technologist

**Have you functioned as a charge nurse?****Have you functioned as a preceptor?**

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Overall Combined****What is your scheduled work pattern?**

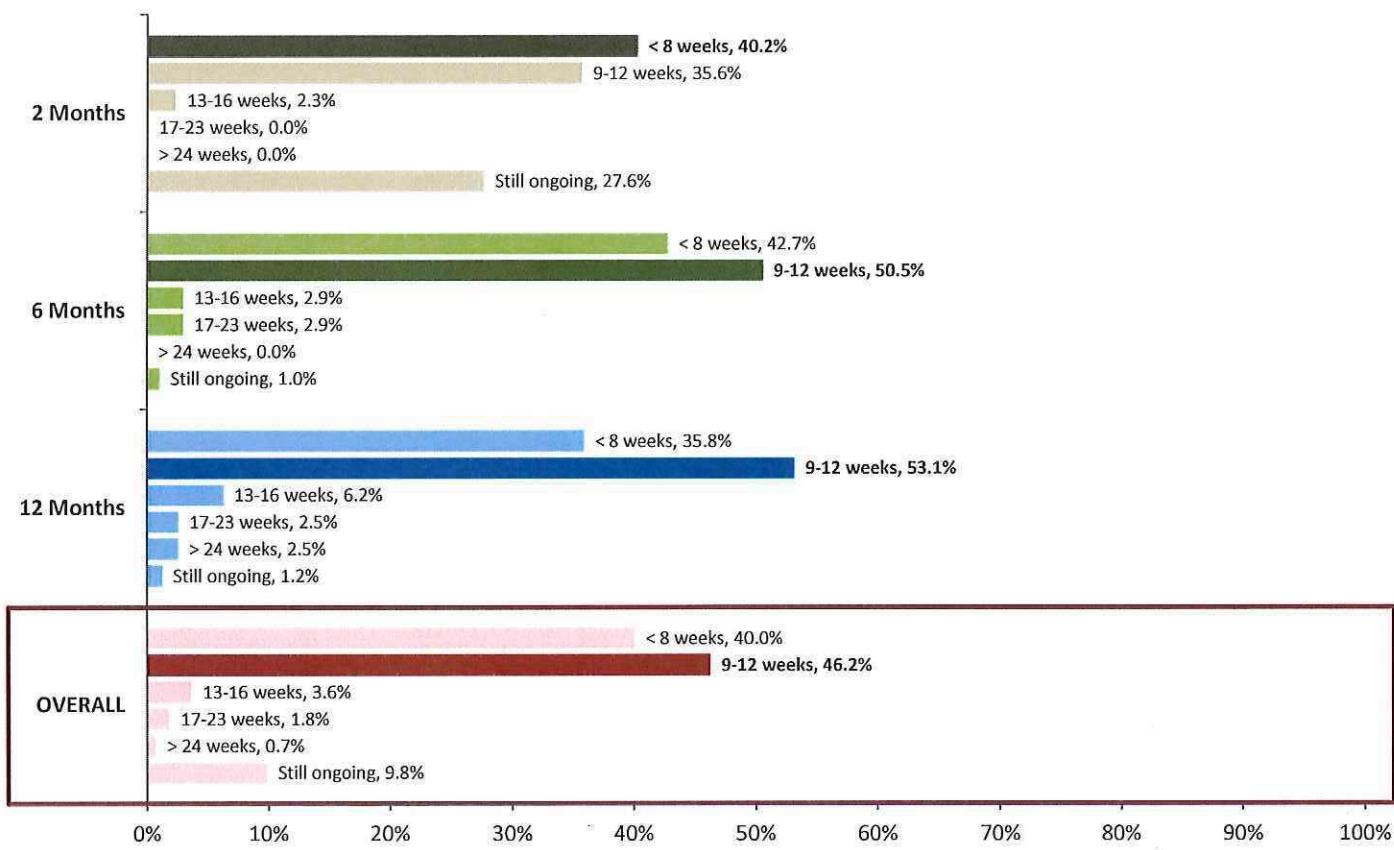
Answered question = 270  
 Skipped question = 31



## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Overall Combined****How long was your unit orientation?**

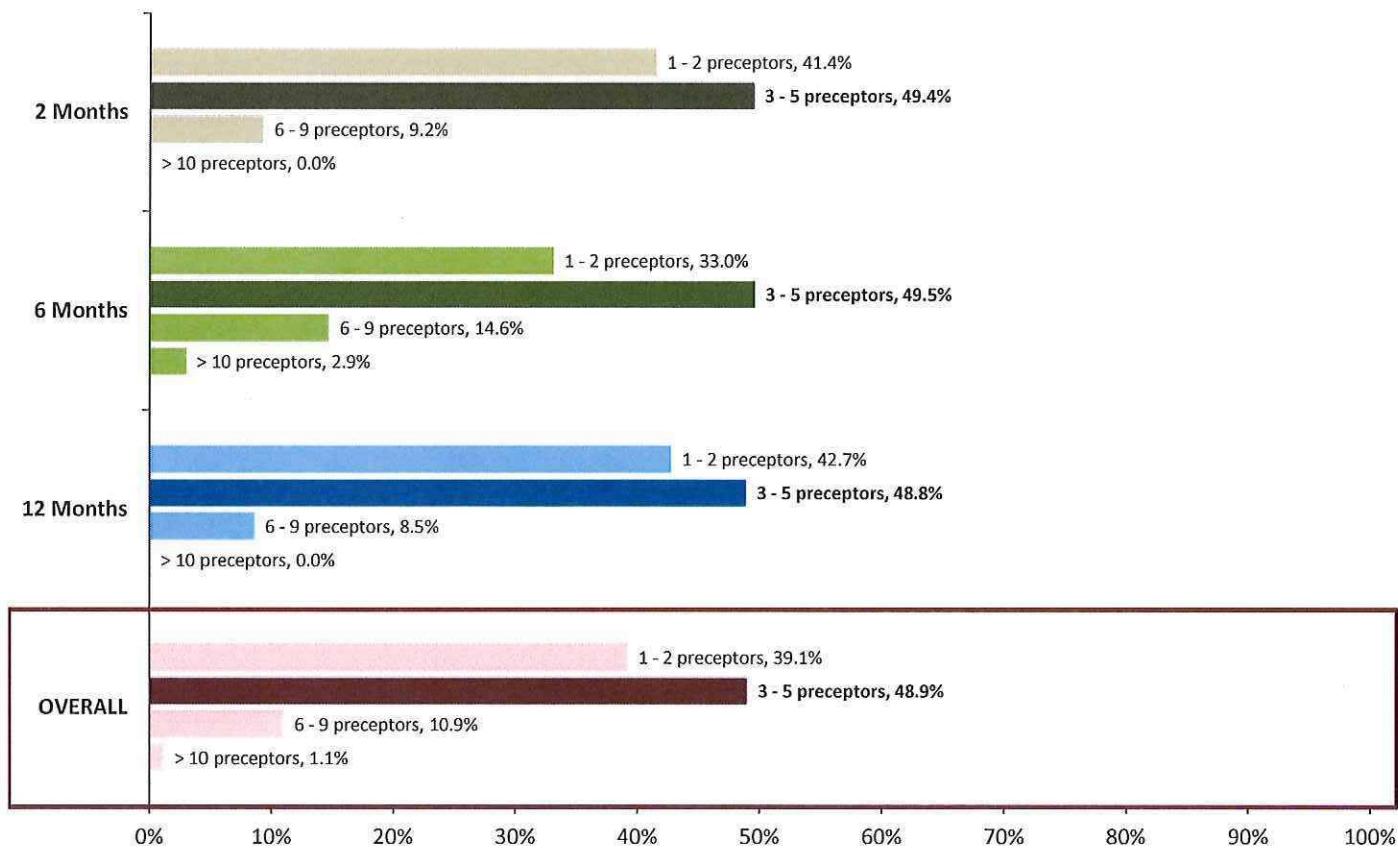
Answered question = 275  
 Skipped question = 26



## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Overall Combined**

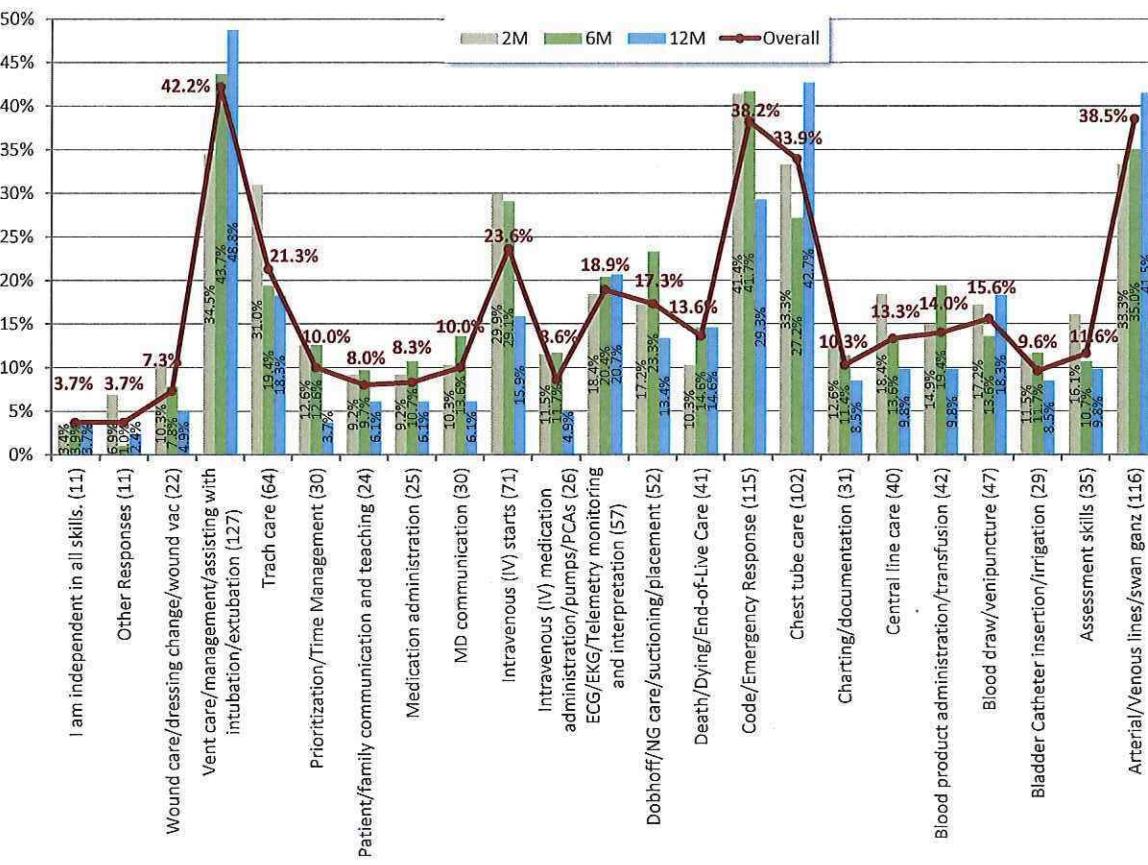
Answered question = 276  
 Skipped question = 25

**How many primary preceptors have you had during your orientation?**

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

### GN Overall Combined - Top three skills/procedures you are uncomfortable performing independently at this time.

Answered question = 301  
Skipped question = 0



Top three skills/procedures uncomfortable performing independently at this time:

#### 2 Months – Combined

1. Code/Emergency Response
2. Vent care/management/intubation/extubation
3. Arterial/venous lines/swan ganz

#### 6 Months – Combined

1. Vent care/management/intubation/extubation
2. Code/Emergency Response
3. Arterial/venous lines/swan ganz

#### 12 Months – Combined

1. Vent care/management/intubation/extubation
2. Chest tube care
3. Arterial/venous lines/swan ganz

#### Overall – Combined

1. Vent care/management/intubation/extubation
2. Arterial/venous lines/swan ganz
3. Code/Emergency Response

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

## GN – Overall Combined

Answered question = 285  
Skipped question = 16

## How satisfied are you with the aspects of your job?

Months in GN Residency	2 Months - Combined					6 Months - Combined					12 Months - Combined					OVERALL - Combined				
	Answer Options*	SD	D	A	SA	Rating	SD	D	A	SA	Rating	SD	D	A	SA	Rating	SD	D	A	SA
1. I feel confident communicating with physicians	2.3% 2	9.2% 8	70.1% 61	18.4% 16	3.05 87	1.0% 1	9.7% 10	69.9% 72	19.4% 20	3.08 103	1.2% 1	3.7% 3	57.3% 47	37.8% 31	3.32 82	1.8% 5	7.4% 21	66.0% 188	24.9% 71	3.14 285
2. I am comfortable knowing what to do for a dying patient	8.0% 7	33.3% 29	52.9% 46	5.7% 5	2.56 87	5.9% 6	31.4% 32	51.0% 52	11.8% 12	2.69 102	2.4% 2	32.9% 27	47.6% 39	17.1% 14	2.79 82	6.4% 18	31.4% 89	50.5% 143	11.7% 33	2.67 283
3. I feel comfortable delegating tasks to the Nursing Assistant	0.0% 0	3.4% 3	70.1% 61	26.4% 23	3.23 87	1.9% 2	0.0% 0	61.2% 63	36.9% 38	3.33 103	1.2% 1	1.2% 1	47.6% 39	50.0% 41	3.46 82	1.4% 4	1.4% 4	58.9% 168	38.2% 109	3.34 285
4. I feel at ease asking for help from other RNs on the unit	0.0% 0	2.3% 2	39.5% 34	58.1% 50	3.56 86	1.0% 1	1.0% 1	38.8% 40	59.2% 61	3.56 103	1.2% 1	1.2% 1	34.6% 28	63.0% 51	3.59 81	0.7% 2	1.4% 4	37.8% 107	60.1% 170	3.57 283
5. I am having difficulty prioritizing patient care needs	20.7% 18	67.8% 59	8.0% 7	3.4% 3	1.94 87	35.0% 36	56.3% 58	7.8% 8	1.0% 1	1.75 103	44.3% 35	49.4% 39	5.1% 4	1.3% 1	1.63 79	33.7% 95	57.1% 161	7.1% 20	2.1% 6	1.78 282
6. I feel my preceptor provides encouragement and feedback about my work	1.1% 1	4.6% 4	42.5% 37	51.7% 45	3.45 87	0.0% 0	5.9% 6	52.9% 54	41.2% 42	3.35 102	3.7% 3	6.2% 5	48.1% 39	42.0% 34	3.28 81	1.4% 4	5.3% 15	48.4% 137	44.9% 127	3.37 283
7. I feel staff is available to me during new situations and procedures	0.0% 0	0.0% 0	50.0% 43	50.0% 43	3.50 86	1.0% 1	2.9% 3	46.6% 48	49.5% 51	3.45 103	1.2% 1	3.7% 3	46.3% 38	48.8% 40	3.43 82	0.7% 2	2.5% 7	46.8% 133	50.0% 142	3.46 284
8. I feel overwhelmed by my patient care responsibilities and workload	12.6% 11	60.9% 53	24.1% 21	2.3% 2	2.16 87	12.6% 13	60.2% 62	21.4% 22	5.8% 6	2.20 103	17.1% 14	65.9% 54	12.2% 10	4.9% 4	2.05 82	14.4% 41	61.3% 174	19.7% 56	4.6% 13	2.14 284
9. I feel supported by the nurses on my unit	0.0% 0	0.0% 0	53.5% 46	46.5% 40	3.47 86	1.0% 1	0.0% 0	50.0% 51	49.0% 50	3.47 102	0.0% 0	3.7% 3	56.1% 46	40.2% 33	3.37 82	0.4% 1	1.1% 3	51.8% 146	46.8% 132	3.45 282
10. I have opportunities to practice skills and procedures more than once	0.0% 0	8.0% 7	71.3% 62	20.7% 18	3.13 87	2.9% 3	8.8% 9	56.9% 58	31.4% 32	3.17 102	0.0% 0	4.9% 4	67.1% 55	28.0% 23	3.23 82	1.1% 3	7.1% 20	64.3% 182	27.6% 78	3.18 283
11. I feel comfortable communicating with patients and their families	0.0% 0	1.1% 1	60.9% 53	37.9% 33	3.37 87	1.0% 1	1.9% 2	62.1% 64	35.0% 36	3.31 103	0.0% 0	3.7% 3	52.4% 43	43.9% 36	3.40 82	0.7% 2	2.1% 6	58.9% 168	38.2% 109	3.35 285
12. I am able to complete my patient care assignment on time	0.0% 0	4.6% 4	66.7% 58	28.7% 25	3.24 87	1.0% 1	5.9% 6	71.6% 73	21.6% 22	3.14 102	1.2% 1	2.4% 2	63.4% 52	32.9% 27	3.28 82	1.1% 3	4.2% 12	65.7% 186	29.0% 82	3.23 283
13. I feel the expectations of me in this job are realistic	1.1% 1	4.6% 4	74.7% 65	19.5% 17	3.13 87	2.9% 3	10.7% 11	72.8% 75	13.6% 14	2.97 103	1.2% 1	8.5% 7	69.5% 57	20.7% 17	3.10 82	1.8% 5	8.5% 24	71.1% 202	18.7% 53	3.07 284
14. I feel prepared to complete my job responsibilities	0.0% 0	6.9% 6	71.3% 62	21.8% 19	3.15 87	1.0% 1	1.9% 2	76.7% 79	20.4% 21	3.17 103	.0% 0	0.0% 0	73.2% 60	26.8% 22	3.27 82	0.4% 1	2.8% 8	73.0% 208	23.9% 68	3.20 285

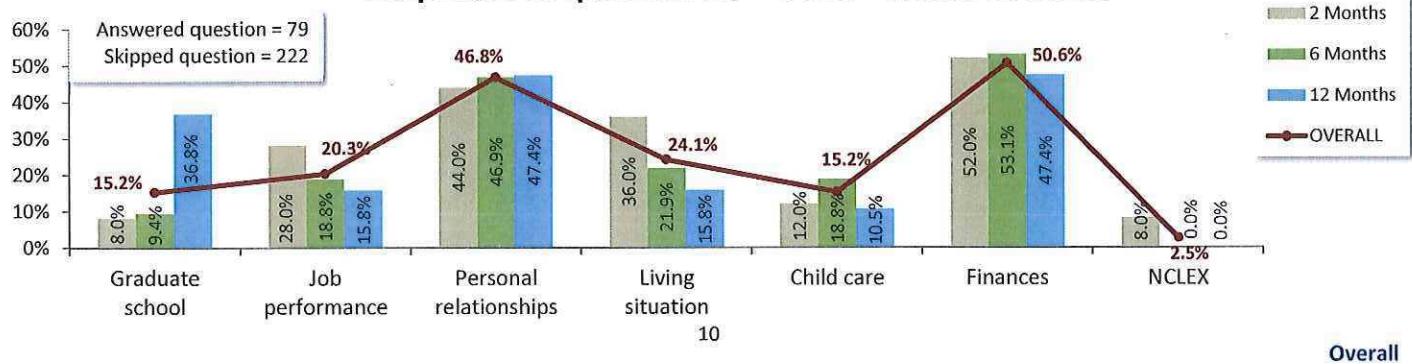
\*SD=strongly disagree, D=disagree, A=agree, SA=strongly agree

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Overall Combined****How satisfied are you with the aspects of your job? (continued)**

Months in GN Residency	2 Months – Combined					6 Months – Combined					12 Months – Combined					OVERALL – Combined				
	SD	D	A	SA	Rating	SD	D	A	SA	Rating	SD	D	A	SA	Rating	SD	D	A	SA	Rating
15. I feel comfortable making suggestions for changes to the nursing plan of care	1.1% 1	18.4% 16	65.5% 57	14.9% 13	2.94 87	1.0% 1	16.5% 17	64.1% 66	18.4% 19	3.00 103	0.0% 0	7.3% 6	73.2% 60	19.5% 16	3.12 82	0.7% 2	13.7% 39	67.7% 193	17.9% 51	3.03 285
16. I am having difficulty organizing patient care needs	18.4% 16	70.1% 61	10.3% 9	1.1% 1	1.94 87	20.6% 21	67.6% 69	9.8% 10	2.0% 2	1.93 102	36.3% 29	60.0% 48	2.5% 2	1.3% 1	1.69 80	25.5% 72	64.5% 182	8.2% 23	1.8% 5	1.86 282
17. I feel I may harm a patient due to my lack of knowledge and experience	34.5% 30	57.5% 50	8.0% 7	0.0% 0	1.74 87	42.7% 44	48.5% 50	7.8% 8	1.0% 1	1.67 103	43.2% 35	53.1% 43	3.7% 3	0.0% 0	1.60 81	40.5% 115	51.8% 147	7.0% 20	0.7% 2	1.68 284
18. There are positive role models for me to observe on my unit	0.0% 0	1.1% 1	49.4% 43	49.4% 43	3.48 87	2.9% 3	1.9% 2	44.7% 46	50.5% 52	3.43 103	0.0% 0	0.0% 0	52.4% 43	47.5% 39	3.48 82	1.1% 3	47.9% 136	50.0% 142	3.47 284	
19. My preceptor is helping me to develop confidence in my practice	0.0% 0	8.0% 7	46.0% 40	46.0% 40	3.38 87	0.0% 0	6.9% 7	62.4% 63	30.7% 31	3.24 101	2.5% 2	8.6% 7	54.3% 44	34.6% 44	3.21 28	0.7% 2	7.5% 21	54.1% 152	37.7% 106	3.29 281
20. I am supported by my family/friends	0.0% 0	0.0% 0	40.2% 35	59.8% 52	3.60 87	1.0% 1	2.0% 2	46.1% 47	51.0% 52	3.47 102	1.2% 1	0.0% 0	47.6% 39	51.2% 42	3.49 82	0.7% 2	0.7% 2	44.0% 125	54.6% 155	3.52 284
21. I am satisfied with my chosen nursing specialty	0.0% 0	8.0% 7	51.7% 45	40.2% 35	3.32 87	1.9% 2	8.7% 9	54.4% 56	35.0% 36	3.22 103	0.0% 0	12.5% 10	53.8% 43	33.8% 27	3.21 80	1.1% 3	9.6% 27	52.8% 149	36.5% 103	3.25 282
22. I feel my work is exciting and challenging	0.0% 0	6.9% 6	46.0% 40	47.1% 41	3.40 87	1.9% 2	3.9% 4	62.1% 64	32.0% 33	3.24 103	0.0% 0	7.3% 6	64.6% 53	28.0% 23	3.21 82	1.1% 3	9.6% 27	52.8% 149	36.5% 103	3.29 282
23. I feel my manager provides encouragement and feedback about my work	2.3% 2	10.3% 9	56.3% 49	31.0% 27	3.16 87	2.9% 3	11.8% 12	58.8% 60	26.5% 27	3.09 102	3.7% 3	8.5% 7	67.1% 55	20.7% 17	3.05 82	3.2% 9	10.6% 30	59.2% 168	27.1% 77	3.10 284
24. I am experiencing stress in my personal life**	20.7% 18	52.9% 46	20.7% 18	5.7% 5	2.11 87	16.5% 17	46.6% 48	29.1% 30	7.8% 8	2.28 103	19.8% 16	49.4% 40	27.2% 22	3.7% 3	2.15 81	19.8% 56	48.4% 137	25.4% 72	6.4% 18	2.18 283

\*SD=strongly disagree, D=disagree, A=agree, SA=strongly agree

**\*\*Responses to question 24 - "other" causes of stress**

Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

## GN – Overall Combined

### \*\*Cause of Stress - "Other" responses to Q24

#### 2 Months – Overall Combined

- (GP) I am going back for my BSN right away, planning my wedding, and looking for a house with my fiancé.
- (RO) Nothing is causing stress
- (RO) Working midnights
- (RO) I have a dying parent living at home with me.
- (RO) Learning curve of the nursing job and deciding if I made the right choice in my career change.
- (TROY) Adjustment to midnight shift
- (TROY) Getting married next year, planning a wedding and buying a house.
- (TROY) Health

#### 6 Months – Overall Combined

- (GP) Never ending bills
- (RO) Undergraduate school
- (RO) Working nights you lose the day before your shift to sleep and the day after your shift to sleep of course personal relationships are going to suffer. Nursing requires a BSN now but the rate of pay haven't changed to make up for the difference in the cost of a BSN rather than an ADN. Student loans are the size of a mortgage these days.
- (RO) Death of sibling and cousin
- (RO) I am a widow & single mother of two teenagers. I don't feel able to adjust my schedule to be able to attend functions that my kids consider important.
- (RO) My brother committed suicide in June 2014
- (RO) Planning a wedding and looking for a home
- (TROY) Currently enrolled in a RN to BSN Program
- (TROY) I have a hard time leaving my work experiences or stress at work. Since I am a bit of a perfectionist, I stress or dwell on things I wish I would have done differently or done better at work.
- (TROY) Personal health
- (TROY) Wedding, selling house, building house
- (TROY) Loss of pet

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Overall Combined****\*\*Cause of Stress - "Other" responses to Q24 (continued)****12 Months – Overall Combined**

- (RO) Suicide of brother last year and the complicated relationships resulting from it.
- (RO) Student loan payback
- (RO) Commitments from work (committees, anxiety about patients) invading my personal life at times
- (TROY) Recent tragic death in the family.
- (TROY) Caring for ill parents
- (TROY) Lack of sleep related to working midnight shift
- (Not identified) Moving into a new house, planning my wedding and going back for my BSN all at the same time

**How satisfied are you with the following aspects of your job?**

Months in GN Residency	Answer Options*	2 Months – Combined					6 Months – Combined					12 Months – Combined					OVERALL – Combined							
		VD	MD	NS/D	MS	VS	Rating	VD	MD	NS/D	MS	VS	Rating	VD	MD	NS/D	MS	VS	Rating	VD	MD	NS/D	MS	VS
1. Salary	0.0% 0	9.3% 8	19.8% 17	58.1% 50	12.8% 11	3.74 86	2.9% 3	23.5% 24	10.8% 11	56.9% 58	5.9% 6	3.39 102	6.1% 5	30.5% 25	13.4% 11	43.9% 36	6.1% 5	3.13 82	3.6% 10	21.1% 59	14.3% 40	52.5% 17	8.6% 24	3.41 280
2. Vacation	2.3% 2	12.6% 11	28.7% 25	42.5% 37	13.8% 12	3.53 87	4.0% 4	15.8% 16	30.7% 31	41.6% 42	7.9% 8	3.34 101	6.2% 5	24.7% 20	22.2% 18	38.3% 31	8.6% 7	3.19 81	17.6% 11	26.9% 49	41.9% 75	9.7% 117	3.36 279	
3. Benefits package	2.3% 2	9.2% 8	40.2% 35	33.3% 29	14.9% 13	3.49 87	2.9% 3	15.7% 16	30.4% 31	40.2% 41	10.8% 11	3.40 102	6.1% 5	15.9% 13	25.6% 21	45.3% 38	6.1% 5	3.30 82	3.6% 10	13.5% 38	32.0% 90	40.6% 114	10.3% 29	3.41 281
4. Hours that you work	1.1% 1	4.6% 4	14.9% 13	52.9% 46	26.4% 23	3.99 87	3.0% 3	8.9% 9	11.9% 12	51.5% 52	24.8% 25	3.66 101	2.4% 2	3.7% 3	9.8% 8	63.4% 52	20.7% 17	3.96 82	2.1% 6	5.7% 16	11.7% 33	55.9% 157	24.6% 69	3.95 281
5. Weekends off per month	4.6% 4	14.9% 13	16.1% 14	35.6% 31	28.7% 25	3.69 87	6.9% 7	22.5% 23	14.7% 15	38.2% 39	17.6% 18	3.37 102	14.6% 12	13.4% 11	7.3% 6	39.0% 32	25.6% 21	3.48 82	8.2% 23	17.0% 48	12.4% 35	38.7% 109	23.8% 67	3.53 282
6. Your amount of responsibility	0.0% 0	4.6% 4	17.2% 15	62.1% 54	16.1% 14	3.90 87	2.9% 3	7.8% 8	13.7% 14	60.8% 62	14.7% 15	3.76 102	2.5% 2	6.3% 5	16.3% 13	62.5% 90	12.5% 10	3.76 80	1.8% 5	6.1% 17	15.1% 42	62.7% 175	14.3% 40	3.82 279
7. Opportunities for career advancement	0.0% 0	3.4% 3	21.8% 19	49.4% 43	25.3% 22	3.97 87	0.0% 0	2.0% 2	24.5% 25	52.0% 53	21.6% 22	3.93 102	2.4% 2	11.0% 9	17.1% 14	48.8% 40	20.7% 17	3.74 82	0.7% 2	5.0% 14	21.4% 60	50.9% 143	22.1% 62	3.89 281
8. Amount of encouragement and feedback	0.0% 0	3.5% 3	18.6% 16	52.3% 45	25.6% 22	4.00 86	0.0% 0	2.0% 2	24.5% 25	52.0% 53	21.6% 22	3.94 102	2.4% 2	11.0% 9	9.8% 8	51.2% 42	25.6% 21	3.87 82	1.1% 3	6.8% 19	16.0% 45	50.2% 141	26.0% 73	3.93 281
9. Opportunity to work straight days	5.7% 5	4.6% 4	26.4% 23	41.4% 36	21.8% 19	3.69 87	5.9% 6	9.9% 10	27.7% 28	35.6% 36	20.8% 21	3.55 101	4.9% 4	9.8% 8	23.2% 19	37.8% 31	24.4% 20	3.67 82	5.4% 15	8.2% 23	25.7% 72	37.5% 105	23.2% 65	3.65 280

\*VD=very dissatisfied, MD=moderately dissatisfied, NS/D=neither satisfied or dissatisfied, MS=moderately satisfied, VS=very satisfied

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Overall Combined**

**What difficulties, if any, are you currently experiencing with the transition from the "student" role to the "RN" role?**

Months in GN Residency	2 Months Combined	6 Months Combined	12 Months Combined	OVERALL Combined
1. Role expectations (e.g. autonomy, more responsibility, being a preceptor or in charge)	26.7% 20	22.2% 18	21.1% 12	23.5% 51
2. Lack of confidence (e.g. MD/PT communication skills, delegation, knowledge deficit, critical thinking)	56.0% 42	48.1% 39	26.3% 15	45.2% 98
3. Workload (e.g. organizing, prioritizing, feeling overwhelmed, ratios, patient acuity)	45.3% 34	46.9% 38	49.1% 28	47.0% 102
4. Fears (e.g. patient safety)	42.7% 32	34.6% 28	19.3% 11	32.7% 71
5. Orientation issues (e.g. unit familiarization, learning technology, relationship with multiple preceptors information overload)	20.0% 15	8.6% 7	15.8% 9	14.3% 31
<i>Answered question</i>	75	81	57	217
<i>Skipped question</i>	12	22	25	84

**What could be done to help you feel more supported or integrated into the unit?**

Months in GN Residency	2 Months Combined	6 Months Combined	12 Months Combined	OVERALL Combined
1. Improved orientation (e.g. preceptor support and consistency, orientation extension, unit specific skills practice)	35.2% 25	33.3% 27	29.2% 19	32.1% 71
2. Increased support (e.g. manager, RN, and educator feedback and support, mentorship)	18.3% 13	16.0% 13	33.8% 22	22.6% 50
3. Unit socialization (e.g. being introduced to staff and MDs, opportunities for staff socialization)	31.0% 22	30.9% 25	30.8% 20	30.8% 68
4. Improved work environment (e.g. gradual ratio changes, more assistance from unlicensed personnel, involvement in schedule and committee work)	56.3% 40	58.0% 47	49.2% 32	54.8% 121
<i>Answered question</i>	71	81	65	221
<i>Skipped question</i>	16	22	17	80

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Overall Combined****What aspects of your work environment are most satisfying?**

Months in GN Residency		2 Months Combined	6 Months Combined	12 Months Combined	OVERALL Combined
1.	Peer support (e.g. belonging, team approach, helpful and friendly staff)	67.4% 58	84.5% 87	63.7% 51	72.7% 200
2.	Patients and families (e.g. making a difference, positive feedback, patient satisfaction, patient interaction)	65.1% 56	60.2% 62	50.0% 40	58.9% 162
3.	Ongoing learning (e.g. preceptors, unit role models, mentorship)	69.8% 60	54.4% 56	42.5% 34	56.0% 154
4.	Professional nursing role (e.g. challenge, benefits, fast pace, critical thinking, empowerment)	58.1% 50	56.3% 58	45.0% 36	54.2% 149
5.	Positive work environment (e.g. good ratios, available resources, great facility, up-to-date technology)	40.7% 35	40.8% 42	22.5% 18	35.6% 98
	<i>Answered question</i>	86	103	80	275
	<i>Skipped question</i>	1	0	2	26

**What aspects of your work environment are least satisfying?**

Months in GN Residency		2 Months Combined	6 Months Combined	12 Months Combined	OVERALL Combined
1.	Nursing work environment (e.g. unrealistic ratios, tough schedule, futility of care)	54.8% 34	60.0% 45	52.9% 37	55.9% 118
2.	System (e. g. outdated facilities and equipment, small workspace, charting, paperwork)	29.0% 18	42.7% 32	34.3% 24	35.5% 75
3.	Interpersonal relationships (e.g. gossip, lack of recognition, lack of teamwork, politics)	25.8% 16	20.0% 15	34.3% 24	26.5% 56
4.	Orientation (inconsistent preceptors, lack of feedback)	12.9% 8	12.0% 9	12.9% 9	12.3% 26
	<i>Answered question</i>	62	75	70	211
	<i>Skipped question</i>	25	28	12	90

Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

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# **GN Residency**

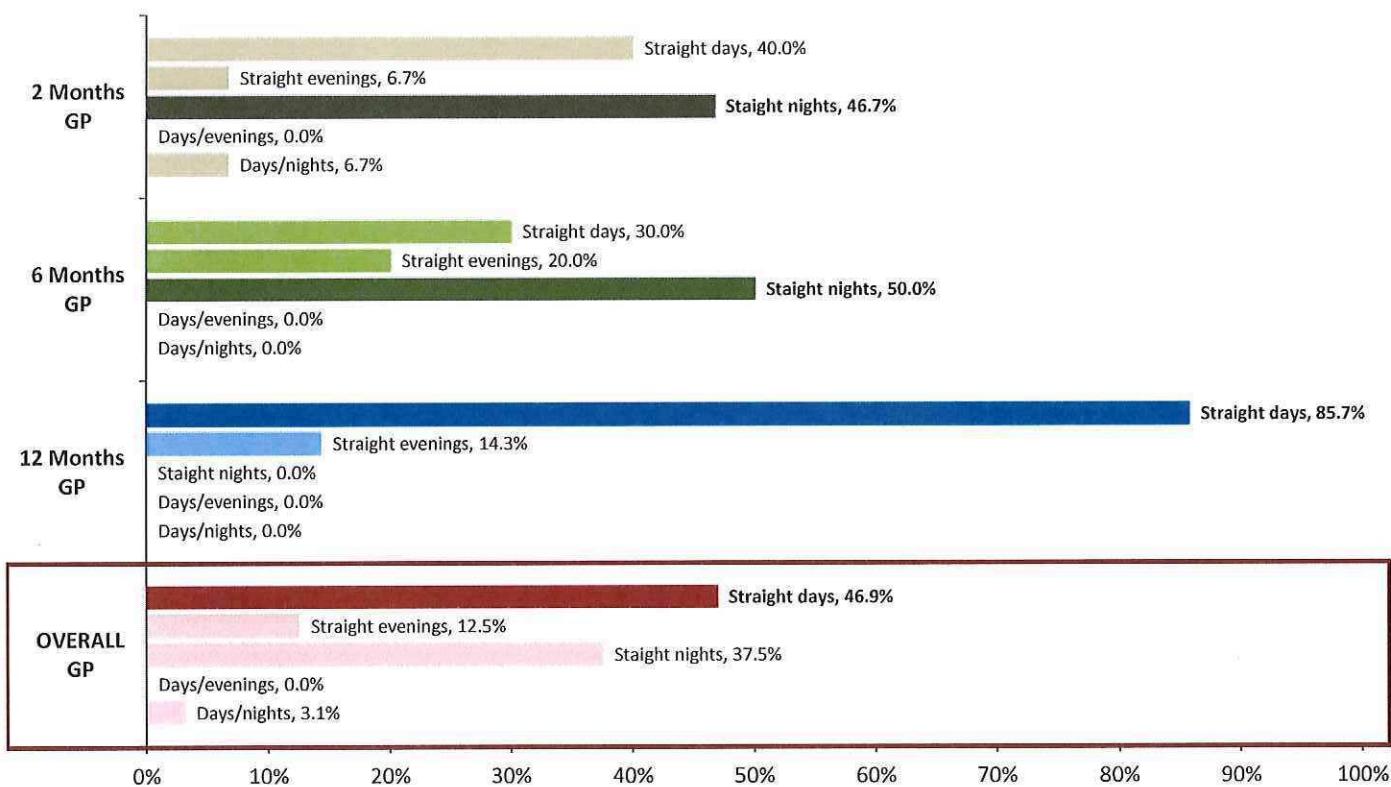
## **Beaumont Grosse Pointe**

### **Specific**

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Grosse Pointe****What is your scheduled work pattern?**

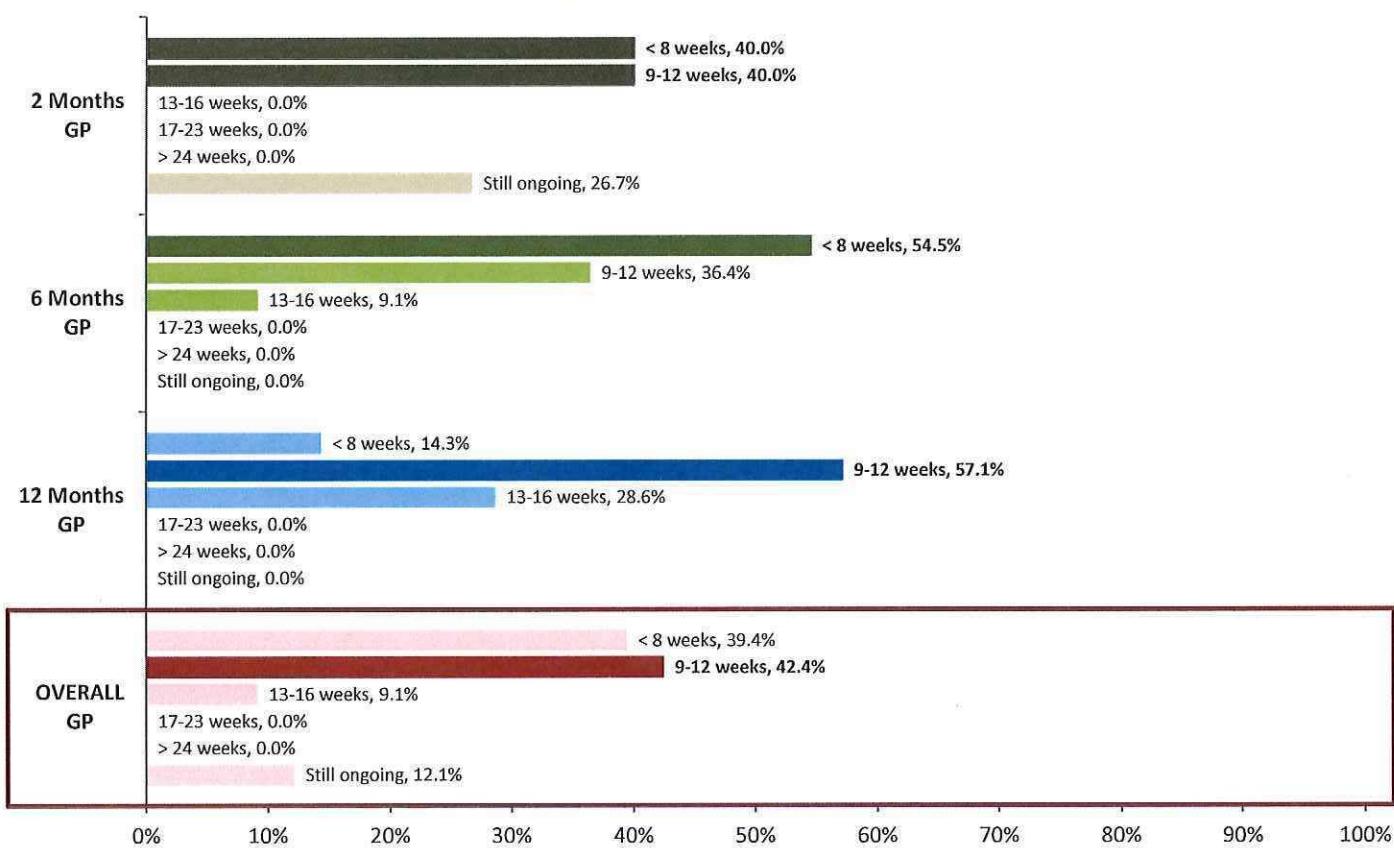
Answered question = 32  
Skipped question = 1



## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Grosse Pointe****How long was your unit orientation?**

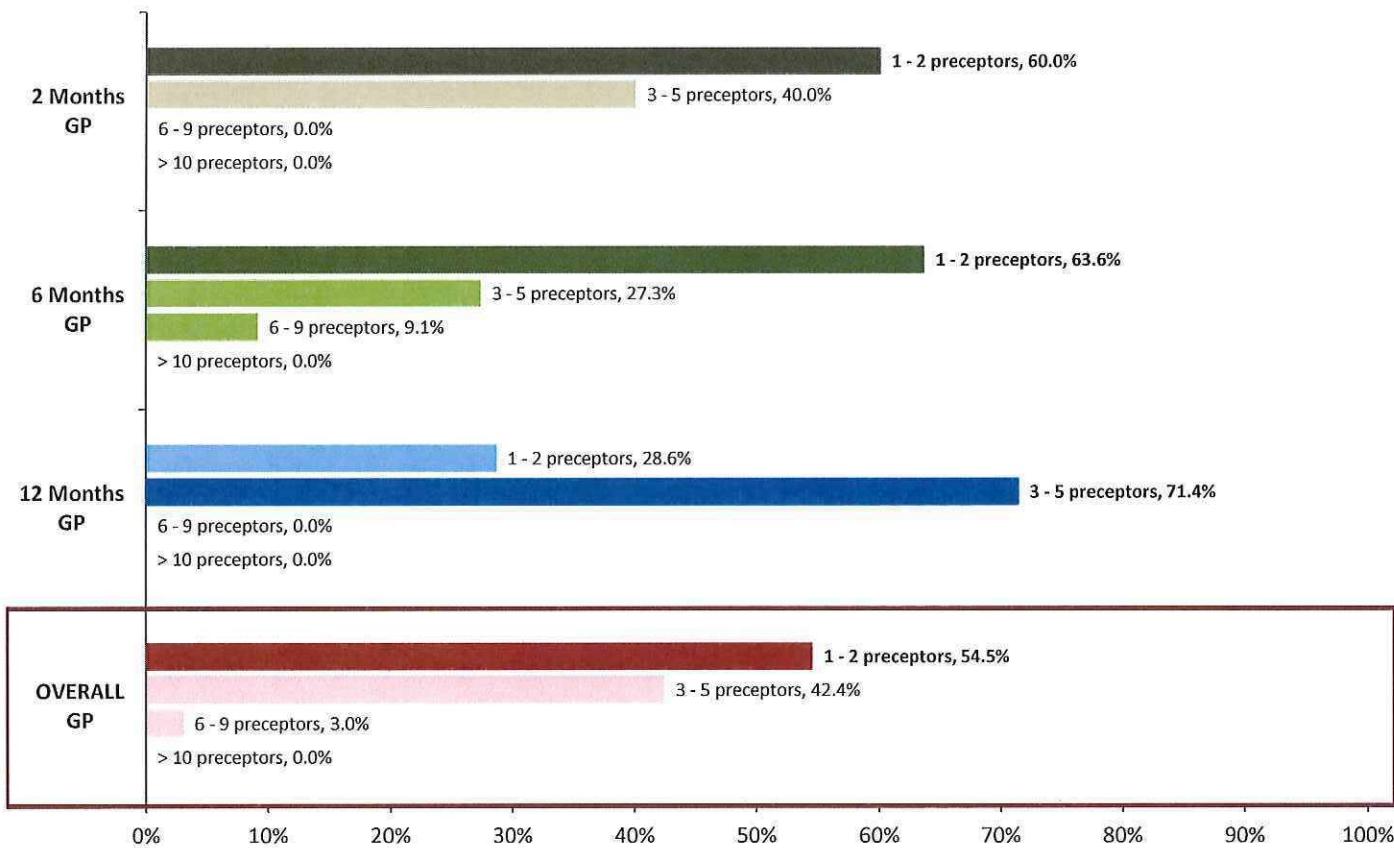
Answered question = 33  
 Skipped question = 0



## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Grosse Pointe**

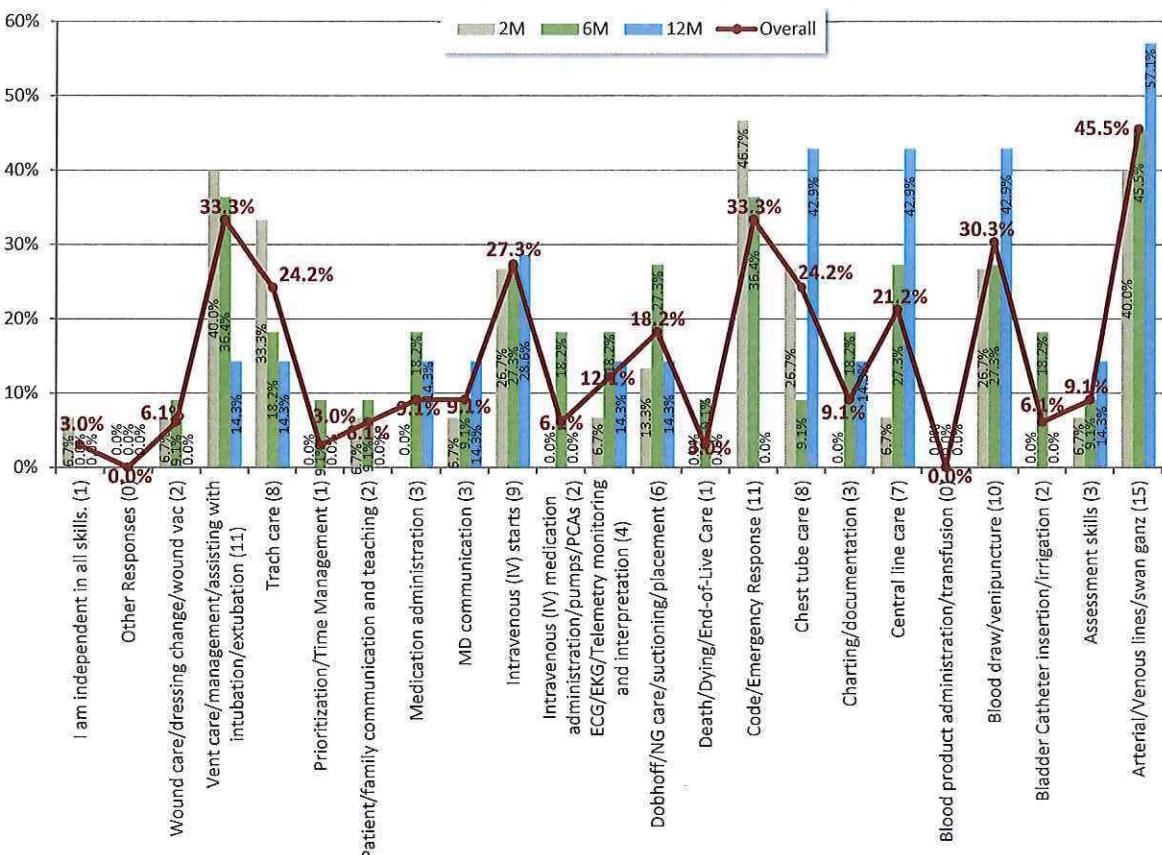
Answered question = 33  
 Skipped question = 0

**How many primary preceptors have you had during your orientation?**

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

### GN Grosse Pointe - Top three skills/procedures you are uncomfortable performing independently at this time.

Answered question = 33  
Skipped question = 0



Top three skills/procedures uncomfortable performing independently at this time:

#### 2 Months - GP

1. Code/Emergency Response
2. Vent care/management/intubation/extubation
3. Arterial/venous lines/swan ganz

#### 6 Months - GP

1. Arterial/venous lines/swan ganz
2. Vent care/management/intubation/extubation
2. Code/Emergency Response

#### 12 Months - GP

1. Arterial/venous lines/swan ganz
2. Chest tube care
2. Central line care
2. Blood draw/venipuncture

#### Overall - GP

1. Arterial/venous lines/swan ganz
2. Vent care/management/intubation/extubation
3. Code/Emergency Response

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

## GN – Grosse Pointe

Answered question = 33  
Skipped question = 0

## How satisfied are you with the aspects of your job?

Months in GN Residency	2 Months – GP					6 Months – GP					12 Months – GP					OVERALL – GP				
	SD	D	A	SA	Rating	SD	D	A	SA	Rating	SD	D	A	SA	Rating	SD	D	A	SA	Rating
1. I feel confident communicating with physicians	6.7%	26.7%	53.3%	13.3%	2.73	0.0%	0.0%	72.7%	27.3%	3.27	0.0%	14.3%	57.1%	28.6%	3.14	3.0%	15.2%	60.6%	21.2%	3.00
	1	4	8	2	15	0	0	8	3	11	0	1	4	2	7	1	5	20	7	33
2. I am comfortable knowing what to do for a dying patient	0.0%	26.7%	66.7%	6.7%	2.80	0.0%	9.1%	81.8%	9.1%	3.00	0.0%	42.9%	57.1%	0.0%	2.57	0.0%	24.2%	69.7%	6.1%	2.82
	0	4	10	1	15	0	1	9	1	11	0	3	4	0	7	0	8	23	2	33
3. I feel comfortable delegating tasks to the Nursing Assistant	0.0%	6.7%	80.0%	13.3%	3.07	0.0%	0.0%	81.8%	18.2%	3.18	0.0%	0.0%	85.7%	14.3%	3.14	0.0%	3.0%	81.8%	15.2%	3.12
	0	1	12	2	15	0	0	9	2	11	0	0	6	1	7	0	1	27	5	33
4. I feel at ease asking for help from other RNs on the unit	0.0%	7.1%	64.3%	28.6%	3.21	0.0%	0.0%	54.5%	45.5%	3.45	0.0%	0.0%	42.9%	57.1%	3.57	0.0%	3.1%	56.3%	40.6%	3.38
	0	1	9	4	14	0	0	6	5	11	0	0	3	4	7	0	1	18	13	32
5. I am having difficulty prioritizing patient care needs	13.3%	80.0%	6.7%	0.0%	1.93	36.4%	63.6%	0.0%	0.0%	1.64	42.9%	57.1%	0.0%	0.0%	1.57	27.3%	69.7%	3.0%	0.0%	1.76
	2	12	1	0	15	4	7	0	0	11	3	4	0	0	7	9	23	1	0	33
6. I feel my preceptor provides encouragement and feedback about my work	0.0%	0.0%	46.7%	53.3%	3.53	0.0%	0.0%	72.7%	27.3%	3.27	0.0%	14.3%	42.9%	42.9%	3.29	0.0%	3.0%	54.5%	42.4%	3.39
	0	0	7	8	15	0	0	8	3	11	0	1	3	3	7	0	1	18	14	33
7. I feel staff is available to me during new situations and procedures	0.0%	0.0%	53.3%	46.7%	3.47	0.0%	9.1%	45.5%	45.5%	3.36	0.0%	0.0%	57.1%	42.9%	3.43	0.0%	3.0%	51.5%	45.5%	3.42
	0	0	8	7	15	0	1	5	5	11	0	0	4	3	7	0	1	17	15	33
8. I feel overwhelmed by my patient care responsibilities and workload	13.3%	60.0%	20.0%	6.7%	2.20	18.2%	63.6%	9.1%	9.1%	2.09	42.9%	57.1%	0.0%	0.0%	1.57	21.2%	60.6%	12.1%	6.1%	2.03
	2	9	3	1	15	2	7	1	1	11	3	4	0	0	7	7	20	4	2	33
9. I feel supported by the nurses on my unit	0.0%	0.0%	53.3%	46.7%	3.47	0.0%	0.0%	54.5%	45.5%	3.45	0.0%	14.3%	71.4%	14.3%	3.00	0.0%	3.0%	57.6%	39.4%	3.36
	0	0	8	7	15	0	0	6	5	11	0	1	5	1	7	0	1	19	13	33
10. I have opportunities to practice skills and procedures more than once	0.0%	6.7%	73.3%	20.0%	3.13	0.0%	18.2%	54.5%	27.3%	3.09	0.0%	0.0%	100%	0.0%	3.00	0.0%	9.1%	72.7%	18.2%	3.09
	0	1	11	3	15	0	2	6	3	11	0	0	7	0	7	0	3	24	6	33
11. I feel comfortable communicating with patients and their families	0.0%	0.0%	60.0%	40.0%	3.40	0.0%	9.1%	63.6%	27.3%	3.18	0.0%	0.0%	71.4%	28.6%	3.29	0.0%	3.0%	63.6%	33.3%	3.30
	0	0	9	6	15	0	1	7	3	11	0	0	5	2	7	0	1	21	11	33
12. I am able to complete my patient care assignment on time	0.0%	0.0%	80.0%	20.0%	3.20	0.0%	0.0%	81.8%	18.2%	3.18	0.0%	0.0%	85.7%	14.3%	3.14	0.0%	0.0%	81.8%	18.2%	3.18
	0	0	12	3	15	0	0	9	2	11	0	0	6	1	7	0	0	27	6	33
13. I feel the expectations of me in this job are realistic	0.0%	0.0%	80.0%	20.0%	3.20	0.0%	0.0%	90.9%	9.1%	3.09	0.0%	0.0%	100%	0.0%	3.00	0.0%	0.0%	87.9%	12.1%	3.12
	0	0	12	3	15	0	0	10	1	11	0	0	7	0	7	0	0	29	4	33
14. I feel prepared to complete my job responsibilities	0.0%	6.7%	80.0%	13.3%	3.07	0.0%	0.0%	90.9%	9.1%	3.09	0.0%	0.0%	100%	0.0%	3.00	0.0%	3.0%	87.9%	9.1%	3.06
	0	1	12	2	15	0	0	10	1	11	0	0	7	0	7	0	1	29	3	33

\*SD=strongly disagree, D=disagree, A=agree, SA=strongly agree

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

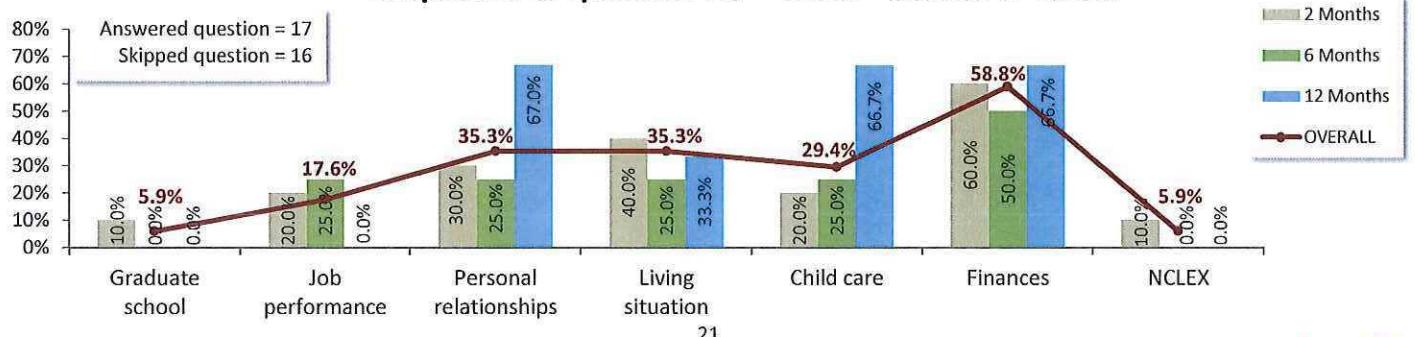
## GN – Grosse Pointe

## How satisfied are you with the aspects of your job? (continued)

Months in GN Residency	2 Months – GP					6 Months – GP					12 Months – GP					OVERALL – GP				
	SD	D	A	SA	Rating	SD	D	A	SA	Rating	SD	D	A	SA	Rating	SD	D	A	SA	Rating
15. I feel comfortable making suggestions for changes to the nursing plan of care	6.7% 1	20.0% 3	53.3% 8	20.0% 3	2.87 15	0.0% 0	0.0% 0	90.9% 10	9.1% 1	3.09 11	0.0% 0	0.0% 0	100% 7	0.0% 0	3.00 7	3.0% 1	9.1% 3	75.8% 25	12.1% 4	2.97 33
16. I am having difficulty organizing patient care needs	20.0% 3	73.3% 11	6.7% 1	0.0% 0	1.87 15	18.2% 2	72.7% 8	9.1% 1	0.0% 0	1.91 11	33.3% 2	66.7% 4	0.0% 0	0.0% 0	1.67 6	21.9% 7	71.9% 23	6.3% 2	0.0% 0	1.84 32
17. I feel I may harm a patient due to my lack of knowledge and experience	20.0% 3	60.0% 9	20.0% 3	0.0% 0	2.00 15	54.5% 6	45.5% 5	0.0% 0	0.0% 0	1.45 11	42.9% 3	57.1% 4	0.0% 0	0.0% 0	1.57 7	36.4% 12	54.5% 18	9.1% 3	0.0% 0	1.73 33
18. There are positive role models for me to observe on my unit	0.0% 0	0.0% 0	60.0% 9	40.0% 6	3.40 15	18.2% 2	0.0% 0	27.3% 3	54.5% 6	3.18 11	0.0% 0	0.0% 0	57.1% 4	42.9% 3	3.43 7	6.1% 2	0.0% 0	48.5% 16	45.5% 15	3.33 33
19. My preceptor is helping me to develop confidence in my practice	0.0% 0	0.0% 0	60.0% 9	40.0% 6	3.40 15	0.0% 0	0.0% 0	63.6% 7	36.4% 4	3.36 11	0.0% 0	14.3% 1	57.1% 4	28.6% 2	3.14 7	0.0% 0	3.0% 1	60.6% 20	36.4% 12	3.33 33
20. I am supported by my family/friends	0.0% 0	0.0% 0	53.3% 8	46.7% 7	3.47 15	0.0% 0	9.1% 1	63.6% 7	27.3% 3	3.18 11	14.3% 1	0.0% 0	57.1% 4	28.6% 2	3.00 7	3.0% 1	3.0% 1	57.6% 19	36.4% 12	3.27 33
21. I am satisfied with my chosen nursing specialty	0.0% 0	0.0% 0	66.7% 10	33.3% 5	3.33 15	0.0% 0	0.0% 0	72.7% 8	27.3% 3	3.27 11	0.0% 0	14.3% 1	57.1% 4	28.6% 2	3.14 7	0.0% 0	3.0% 1	66.7% 22	30.3% 10	3.27 33
22. I feel my work is exciting and challenging	0.0% 0	0.0% 0	53.3% 8	46.7% 7	3.47 15	0.0% 0	0.0% 0	81.8% 9	18.2% 2	3.18 11	0.0% 0	0.0% 0	57.1% 4	42.9% 3	3.43 7	0.0% 0	0.0% 0	63.6% 21	36.4% 12	3.36 33
23. I feel my manager provides encouragement and feedback about my work	0.0% 0	13.3% 2	53.3% 8	33.3% 5	3.20 15	0.0% 0	9.1% 1	81.8% 9	9.1% 1	3.00 11	0.0% 0	0.0% 0	71.4% 5	28.6% 2	3.29 7	0.0% 0	9.1% 3	66.7% 22	24.2% 8	3.15 33
24. I am experiencing stress in my personal life**	13.3% 2	40.0% 6	40.0% 6	6.7% 1	2.40 15	18.2% 2	45.5% 5	36.4% 4	0.0% 0	2.18 11	14.3% 1	42.9% 3	28.6% 2	14.3% 1	2.43 7	15.2% 5	42.4% 14	36.4% 12	6.1% 2	2.33 33

\*SD=strongly disagree, D=disagree, A=agree, SA=strongly agree

## \*\*Responses to question 24 - "other" causes of stress



Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

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## GN – Grosse Pointe

### **\*\*Cause of Stress - "Other" responses to Q24**

#### **2 Months – Grosse Pointe**

- I am going back for my BSN right away, planning my wedding, and looking for a house with my fiancé.

#### **6 Months – Grosse Pointe**

- Never ending bills

#### **12 Months – Grosse Pointe**

- No "other" responses for GP 12 months

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Grosse Pointe**

Answered question = 33  
Skipped question = 0

**How satisfied are you with the following aspects of your job?**

Months in GN Residency	2 Months – GP						6 Months – GP						12 Months – GP						OVERALL – GP						
	VD	MD	N S/D	MS	VS	Rating	VD	MD	N S/D	MS	VS	Rating	VD	MD	N S/D	MS	VS	Rating	VD	MD	N S/D	MS	VS	Rating	
1. Salary	0.0%	6.7%	20.0%	46.7%	26.7%	3.93	0.0%	0.0%	18.2%	63.6%	18.2%	4.00	14.3%	28.6%	0.0%	42.9%	14.3%	3.14	3.0%	9.1%	15.2%	51.5%	21.2%	3.79	
	0	1	3	7	4	15	0	0	2	7	2	11	1	2	0	3	1	7	1	3	5	17	7	33	
2. Vacation	0.0%	0.0%	20.0%	46.7%	33.3%	4.13	0.0%	0.0%	60.0%	30.0%	10.0%	3.50	0.0%	16.7%	33.3%	33.3%	16.7%	3.50	0.0%	3.2%	35.5%	38.7%	22.6%	3.81	
	0	0	3	7	5	15	0	0	6	3	1	10	0	1	2	2	1	6	0	1	11	12	7	31	
3. Benefits package	0.0%	6.7%	26.7%	46.7%	20.0%	3.80	0.0%	0.0%	54.5%	27.3%	18.2%	3.64	0.0%	0.0%	71.4%	28.6%	0.0%	3.29	0.0%	3.0%	45.5%	36.4%	15.2%	3.64	
	0	1	4	7	3	15	0	0	6	3	2	11	0	0	5	2	0	7	0	1	15	12	5	33	
4. Hours that you work	0.0%	6.7%	13.3%	53.3%	26.7%	4.00	0.0%	9.1%	18.2%	54.5%	18.2%	3.82	0.0%	0.0%	85.7%	14.3%	4.14	0.0%	6.1%	12.1%	60.6%	21.2%	3.97		
	0	1	2	8	4	15	0	1	2	6	2	11	0	0	0	6	1	7	0	2	4	20	7	33	
5. Weekends off per month	0.0%	13.3%	6.7%	46.7%	33.3%	4.00	0.0%	9.1%	36.4%	45.5%	9.1%	3.55	28.6%	0.0%	0.0%	57.1%	14.3%	3.29	6.1%	9.1%	15.2%	48.5%	21.2%	3.70	
	0	2	1	7	5	15	0	1	4	5	1	11	2	0	0	4	1	7	2	3	5	16	7	33	
6. Your amount of responsibility	0.0%	0.0%	33.3%	60.0%	6.7%	3.73	0.0%	9.1%	18.2%	54.5%	18.2%	3.82	0.0%	0.0%	85.7%	14.3%	4.14	0.0%	3.0%	21.2%	63.6%	12.1%	3.85		
	0	0	5	9	1	15	0	1	2	6	2	11	0	0	0	6	1	7	0	1	7	21	4	33	
7. Opportunities for career advancement	0.0%	0.0%	20.0%	60.0%	20.0%	4.00	0.0%	0.0%	54.5%	45.5%	0.0%	3.45	0.0%	28.6%	0.0%	57.1%	14.3%	3.57	0.0%	6.1%	27.3%	54.5%	12.1%	3.73	
	0	0	3	9	3	15	0	0	6	5	0	11	0	2	0	4	1	7	0	2	9	18	4	33	
8. Amount of encouragement and feedback	0.0%	0.0%	28.6%	35.7%	35.7%	4.07	0.0%	9.1%	0.0%	72.7%	18.2%	4.00	0.0%	0.0%	14.3%	57.1%	28.6%	4.14	0.0%	3.1%	15.6%	53.1%	28.1%	4.06	
	0	0	4	5	5	14	0	1	0	8	2	11	0	0	1	4	2	7	0	1	5	17	9	32	
9. Opportunity to work straight days	0.0%	0.0%	26.7%	40.0%	33.3%	4.07	0.0%	0.0%	54.5%	36.4%	9.1%	3.55	0.0%	0.0%	28.6%	57.1%	14.3%	3.86	0.0%	0.0%	36.4%	42.4%	21.2%	3.85	
	0	0	4	6	5	15	0	0	6	4	1	11	0	0	0	2	4	1	7	0	0	12	14	7	33

\*VD=very dissatisfied, MD=moderately dissatisfied, N S/D=neither satisfied or dissatisfied, MS=moderately satisfied, VS=very satisfied

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Grosse Pointe**

**What difficulties, if any, are you currently experiencing with the transition from the "student" role to the "RN" role?**

Months in GN Residency		2 Months GP	6 Months GP	12 Months GP	OVERALL GP
1.	Role expectations (e.g. autonomy, more responsibility, being a preceptor or in charge)	30.8% 4	14.3% 1	20.0% 1	24.0% 6
2.	Lack of confidence (e.g. MD/PT communication skills, delegation, knowledge deficit, critical thinking)	76.9% 10	57.1% 4	20.0% 1	60.0% 15
3.	Workload (e.g. organizing, prioritizing, feeling overwhelmed, ratios, patient acuity)	38.5% 5	14.3% 1	20.0% 1	28.0% 7
4.	Fears (e.g. patient safety)	30.8% 4	28.6% 2	20.0% 1	28.0% 7
5.	Orientation issues (e.g. unit familiarization, learning technology, relationship with multiple preceptors information overload)	7.7% 1	14.3% 1	20.0% 1	12.0% 3
	<i>Answered question</i>	13	7	5	25
	<i>Skipped question</i>	2	4	2	8

**What could be done to help you feel more supported or integrated into the unit?**

Months in GN Residency		2 Months GP	6 Months GP	12 Months GP	OVERALL GP
1.	Improved orientation (e.g. preceptor support and consistency, orientation extension, unit specific skills practice)	41.7% 5	37.5% 3	16.7% 1	34.6% 9
2.	Increased support (e.g. manager, RN, and educator feedback and support, mentorship)	8.3% 1	25.0% 2	16.7% 1	15.4% 4
3.	Unit socialization (e.g. being introduced to staff and MDs, opportunities for staff socialization)	25.0% 3	25.0% 2	33.3% 2	26.9% 7
4.	Improved work environment (e.g. gradual ratio changes, more assistance from unlicensed personnel, involvement in schedule and committee work)	75.0% 9	50.0% 4	50.0% 3	61.5% 16
	<i>Answered question</i>	12	8	6	26
	<i>Skipped question</i>	3	3	1	7

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Grosse Pointe****What aspects of your work environment are most satisfying?**

Months in GN Residency		2 Months GP	6 Months GP	12 Months GP	OVERALL GP
1.	Peer support (e.g. belonging, team approach, helpful and friendly staff)	73.3% 11	90.9% 10	42.9% 3	72.7% 24
2.	Patients and families (e.g. making a difference, positive feedback, patient satisfaction, patient interaction)	60.0% 9	54.5% 6	42.9% 3	54.5% 18
3.	Ongoing learning (e.g. preceptors, unit role models, mentorship)	53.3% 8	63.6% 7	28.6% 2	51.5% 17
4.	Professional nursing role (e.g. challenge, benefits, fast pace, critical thinking, empowerment)	40.0% 6	45.5% 5	42.9% 3	42.4% 14
5.	Positive work environment (e.g. good ratios, available resources, great facility, up-to-date technology)	46.7% 7	36.4% 4	14.3% 1	36.4% 12
<i>Answered question</i>		15	11	7	33
<i>Skipped question</i>		0	0	0	0

**What aspects of your work environment are least satisfying?**

Months in GN Residency		2 Months GP	6 Months GP	12 Months GP	OVERALL GP
1.	Nursing work environment (e.g. unrealistic ratios, tough schedule, futility of care)	58.3% 7	28.6% 2	14.3% 1	38.5% 10
2.	System (e. g. outdated facilities and equipment, small workspace, charting, paperwork)	33.3% 4	42.9% 3	14.3% 1	30.8% 8
3.	Interpersonal relationships (e.g. gossip, lack of recognition, lack of teamwork, politics)	16.7% 2	0.0% 0	57.1% 4	23.1% 6
4.	Orientation (inconsistent preceptors, lack of feedback)	8.3% 1	28.6% 2	14.3% 1	15.4% 4
<i>Answered question</i>		12	7	7	26
<i>Skipped question</i>		3	4	0	7

Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

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## GN – Grosse Pointe

**Please share any comments or concerns you have about your residency program:**

### 2 Months – Grosse Pointe

- No comments

### 6 Months – Grosse Pointe

- Some doctors are rude and hard to communicate with. They need to be properly trained in tact and respectfulness towards nurses.

### 12 Months – Grosse Pointe

- I am so happy to be enrolled in the program.

Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

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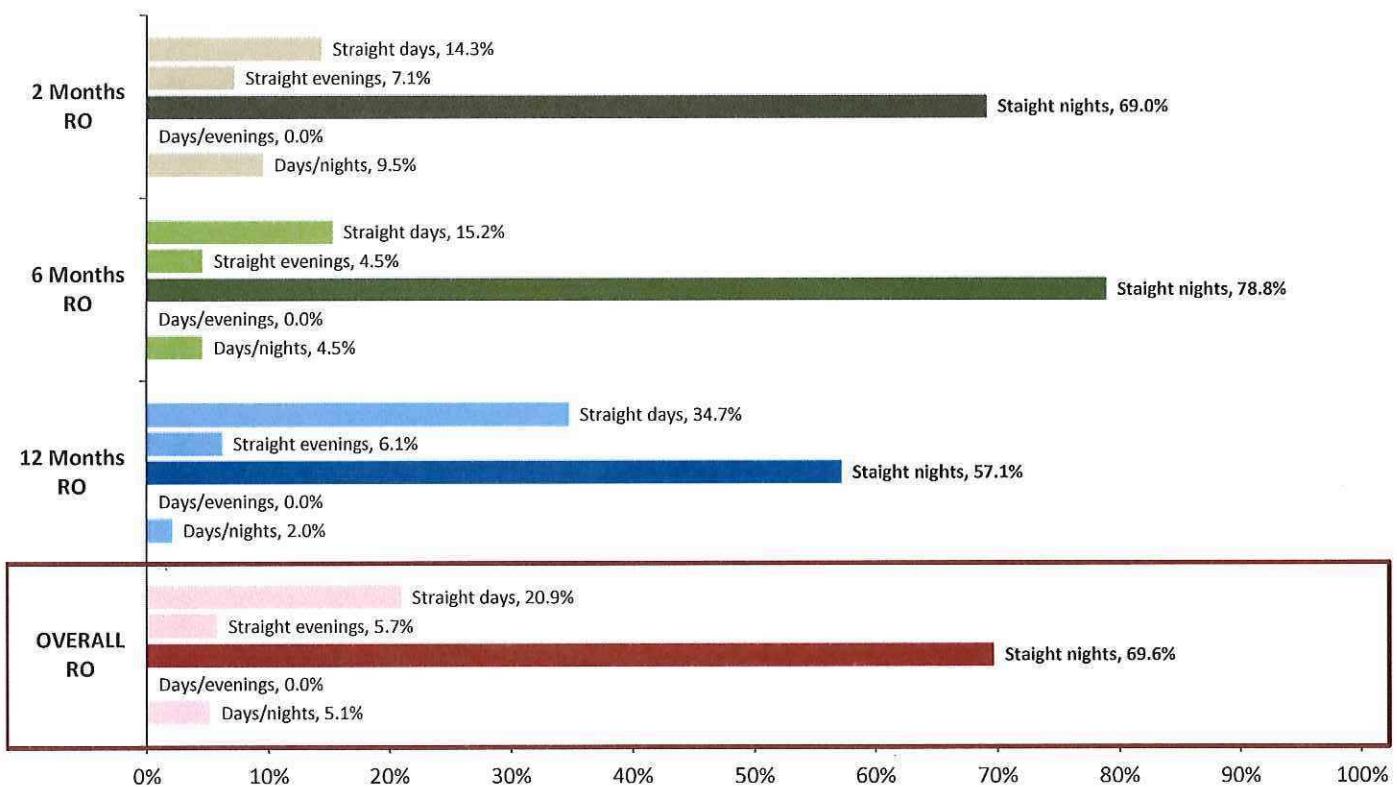
# **GN Residency**

## **Beaumont Royal Oak Specific**

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Royal Oak**

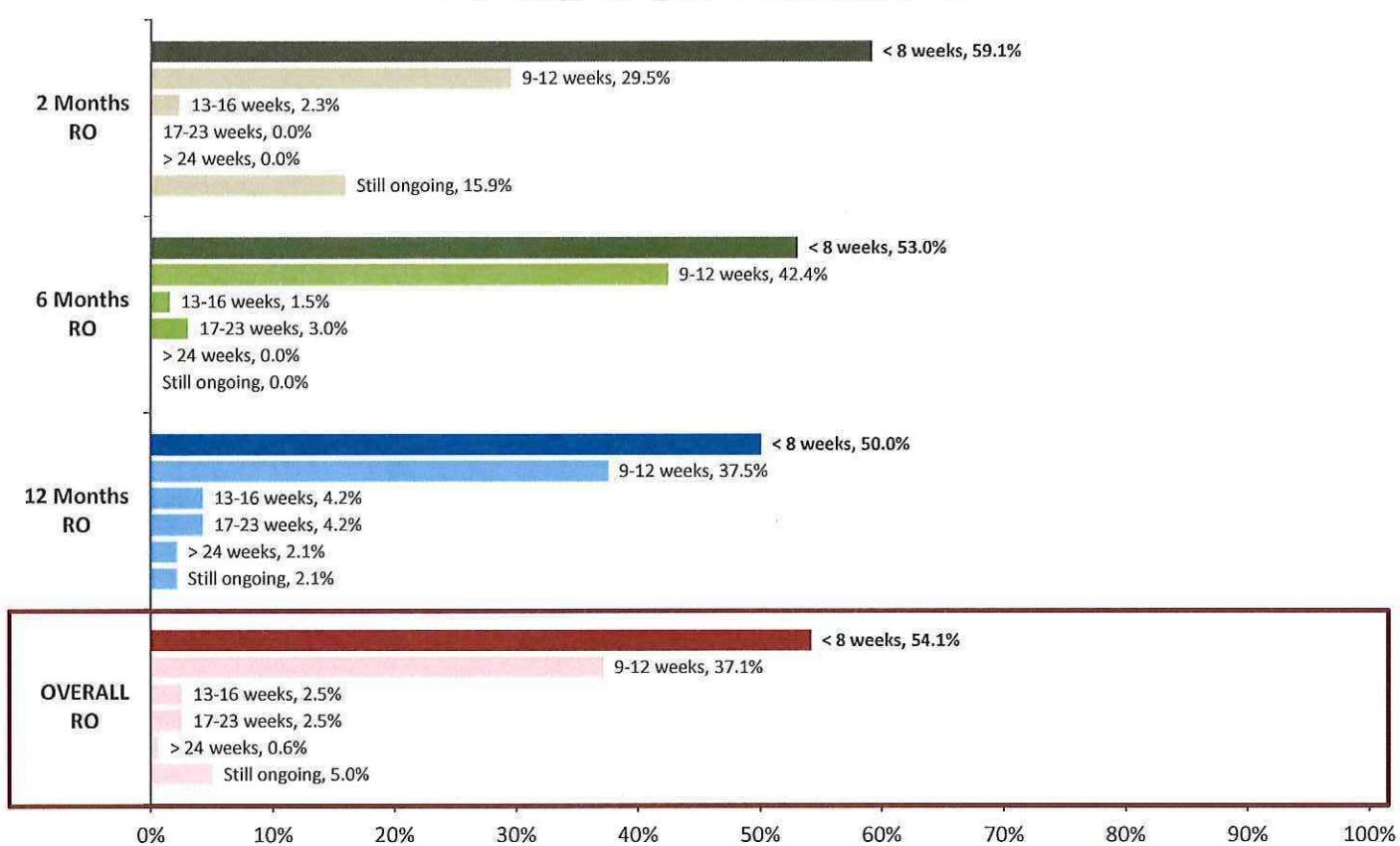
Answered question = 158  
 Skipped question = 2

**What is your scheduled work pattern?**

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Royal Oak****How long was your unit orientation?**

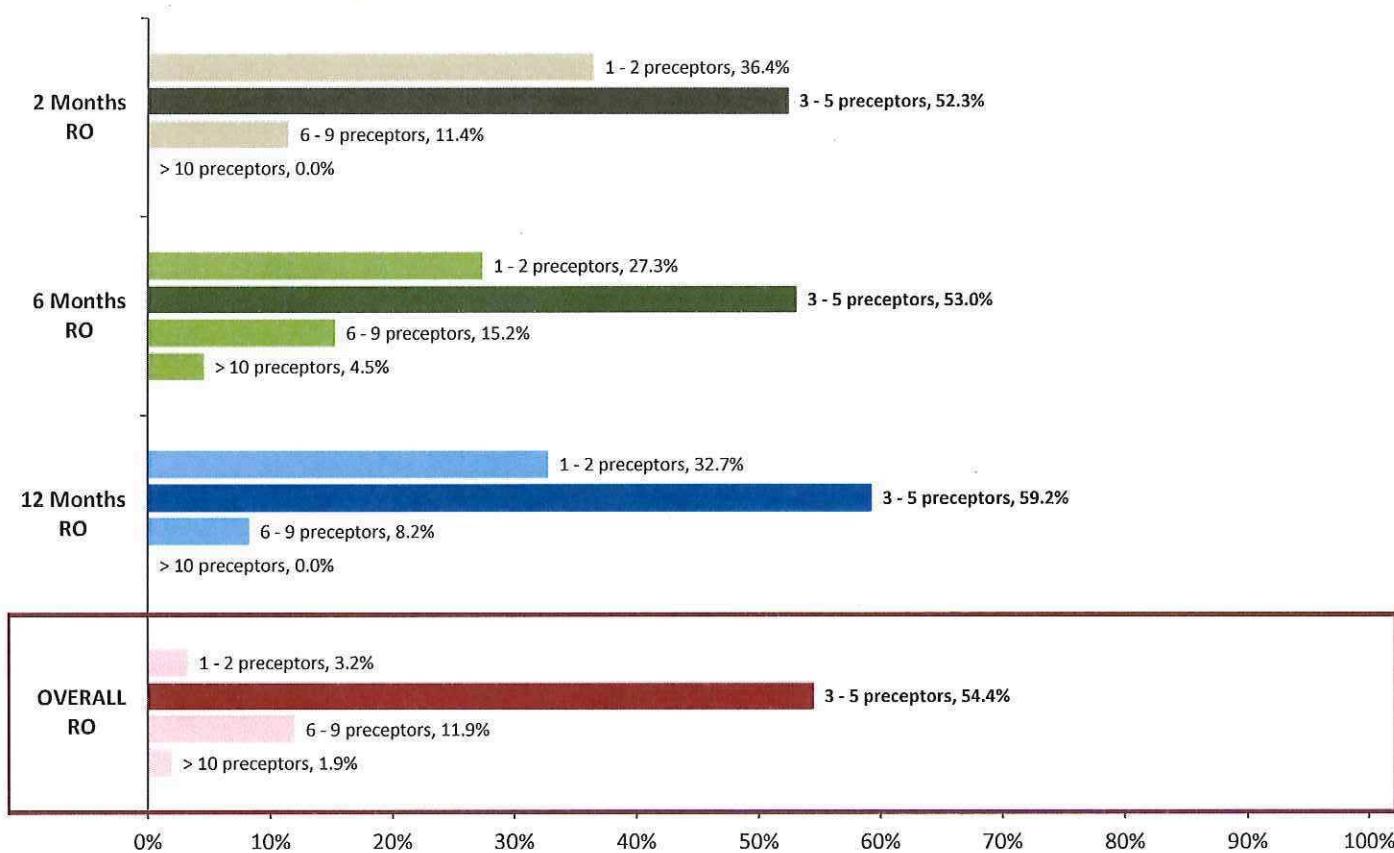
Answered question = 159  
 Skipped question = 1



## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Royal Oak**

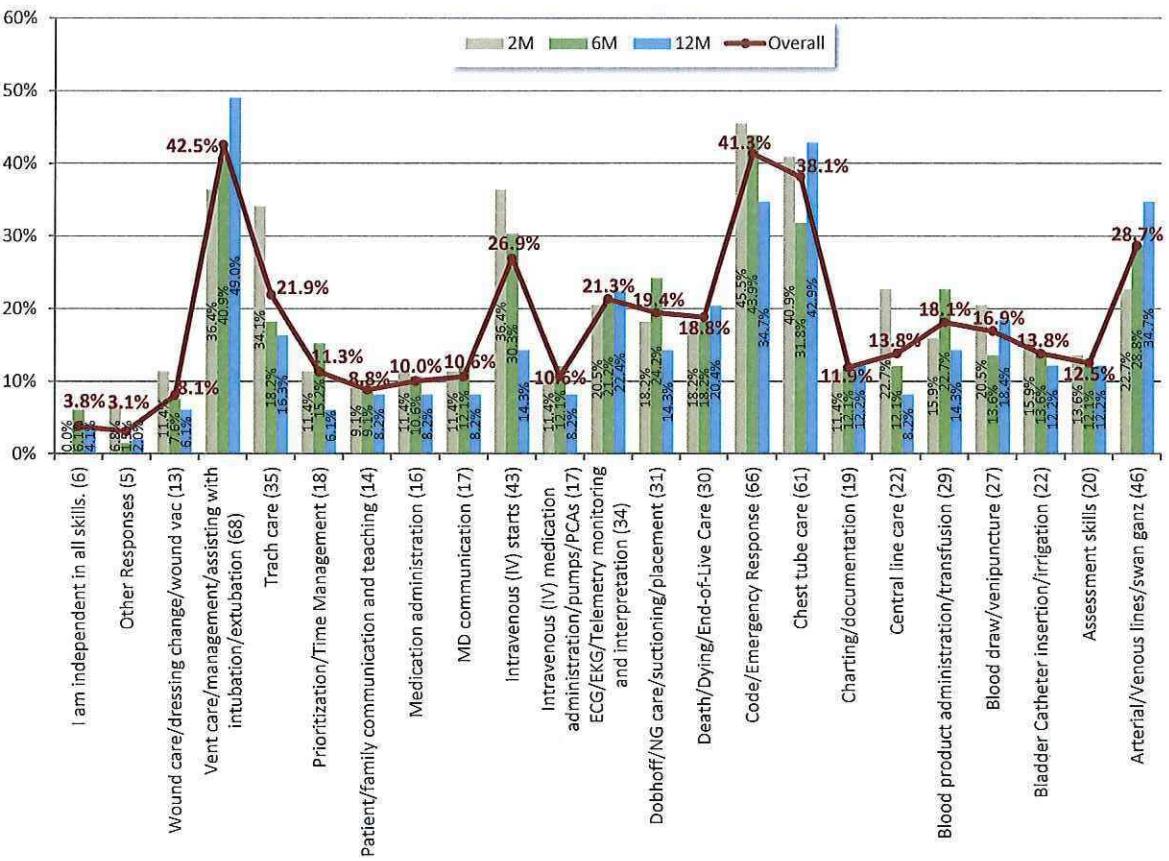
Answered question = 160  
 Skipped question = 0

**How many primary preceptors have you had during your orientation?**

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

### GN Royal Oak - Top three skills/procedures you are uncomfortable performing independently at this time.

Answered question = 160  
Skipped question = 0



Top three skills/procedures uncomfortable performing independently at this time:

#### 2 Months - RO

1. Code/Emergency Response
2. Chest tube care
3. Vent care/management/intubation/extubation
3. Intravenous (IV) starts

#### 6 Months - RO

1. Code/Emergency Response
2. Vent care/management/intubation/extubation
3. Chest tube care

#### 12 Months - RO

1. Vent care/management/intubation/extubation
2. Chest tube care
3. Arterial/venous lines/swan ganz
3. Code/Emergency Response

#### Overall - RO

1. Vent care/management/intubation/extubation
2. Code/Emergency Response
3. Chest tube care

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

Answered question = 160

Skipped question = 0

**GN – Royal Oak****How satisfied are you with the aspects of your job?**

Months in GN Residency	2 Months – RO					6 Months – RO					12 Months – RO					OVERALL – RO				
	SD	D	A	SA	Rating	SD	D	A	SA	Rating	SD	D	A	SA	Rating	SD	D	A	SA	Rating
1. I feel confident communicating with physicians	2.3%	6.8%	70.5%	20.5%	3.09	1.5%	10.6%	71.2%	16.7%	3.03	2.0%	4.1%	57.1%	36.7%	3.29	1.9%	7.5%	66.3%	24.4%	3.13
	1	3	31	9	44	1	7	47	11	66	1	2	28	18	49	3	12	106	39	160
2. I am comfortable knowing what to do for a dying patient	13.6%	36.4%	45.5%	4.5%	2.41	6.2%	35.4%	47.7%	10.8%	2.63	4.1%	34.7%	44.9%	16.3%	2.73	7.5%	35.2%	45.9%	11.3%	2.61
	6	16	20	2	44	4	23	31	65	2	17	22	8	49	12	56	73	18	159	
3. I feel comfortable delegating tasks to the Nursing Assistant	0.0%	4.5%	68.2%	27.3%	3.23	3.0%	0.0%	63.6%	33.3%	3.27	2.0%	2.0%	42.9%	53.1%	3.47	1.9%	1.9%	58.1%	38.1%	3.33
	0	2	30	12	44	2	0	42	22	66	1	1	21	26	49	3	3	93	61	160
4. I feel at ease asking for help from other RNs on the unit	0.0%	2.3%	34.1%	63.6%	3.61	1.5%	1.5%	34.8%	62.1%	3.58	2.0%	2.0%	32.7%	63.3%	3.57	1.3%	1.9%	33.8%	63.1%	3.59
	0	1	15	28	44	1	1	23	41	66	1	1	16	31	49	2	3	54	101	160
5. I am having difficulty prioritizing patient care needs	22.7%	70.5%	4.5%	2.3%	1.86	36.4%	53.0%	9.1%	1.5%	1.76	42.6%	46.8%	8.5%	2.1%	1.70	34.8%	55.7%	7.6%	1.9%	1.77
	10	31	2	1	44	24	35	6	1	66	20	22	4	1	47	55	88	12	3	158
6. I feel my preceptor provides encouragement and feedback about my work	2.3%	6.8%	38.6%	52.3%	3.41	0.0%	9.2%	52.3%	38.5%	3.29	6.1%	8.2%	51.0%	34.7%	3.14	2.5%	8.2%	47.8%	41.5%	3.28
	1	3	17	23	44	0	6	34	25	65	3	4	25	17	49	4	13	76	66	159
7. I feel staff is available to me during new situations and procedures	0.0%	0.0%	55.8%	44.2%	3.44	1.5%	1.5%	43.9%	53.0%	3.48	2.0%	4.1%	49.0%	44.9%	3.37	1.3%	1.9%	48.4%	48.4%	3.44
	0	0	24	19	43	1	1	29	35	66	1	2	24	22	49	2	3	77	77	159
8. I feel overwhelmed by my patient care responsibilities and workload	11.4%	61.4%	25.0%	2.3%	2.18	13.6%	59.1%	22.7%	4.5%	2.18	8.4%	63.3%	14.3%	4.1%	2.04	15.0%	60.6%	20.6%	3.8%	2.13
	5	27	11	1	44	9	39	15	3	66	9	31	7	2	49	24	97	33	6	160
9. I feel supported by the nurses on my unit	0.0%	0.0%	55.8%	44.2%	3.44	1.5%	0.0%	49.2%	49.2%	3.46	0.0%	4.1%	57.1%	38.8%	3.35	0.6%	1.3%	53.2%	44.9%	3.42
	0	0	24	19	43	1	0	32	32	65	0	2	28	19	49	1	2	84	71	158
10. I have opportunities to practice skills and procedures more than once	0.0%	9.1%	68.2%	22.7%	3.14	3.1%	7.7%	56.9%	32.3%	3.18	0.0%	6.1%	65.3%	28.6%	3.22	1.3%	7.5%	62.3%	28.9%	3.19
	0	4	30	10	44	2	5	37	21	65	0	3	32	14	49	2	12	99	46	159
11. I feel comfortable communicating with patients and their families	.0%	2.3%	61.4%	36.4%	3.34	1.5%	1.5%	62.1%	34.8%	3.30	0.0%	6.1%	44.9%	49.0%	3.43	0.6%	3.1%	56.3%	40.0%	3.36
	0	1	27	16	44	1	1	41	23	66	0	3	22	24	49	1	5	90	64	160
12. I am able to complete my patient care assignment on time	0.0%	0.0%	72.7%	27.3%	3.27	1.5%	4.6%	72.3%	21.5%	3.14	0.0%	4.1%	55.1%	40.8%	3.37	0.6%	3.1%	66.7%	29.6%	3.25
	0	0	32	12	44	1	3	47	14	65	0	2	27	20	49	1	5	106	47	159
13. I feel the expectations of me in this job are realistic	0.0%	6.8%	79.5%	13.6%	3.07	4.5%	12.1%	69.7%	13.6%	2.92	2.0%	10.2%	63.3%	24.5%	3.10	2.5%	10.0%	70.0%	17.5%	3.02
	0	3	35	6	44	3	8	46	9	66	1	5	31	12	49	4	16	112	28	160
14. I feel prepared to complete my job responsibilities	0.0%	9.1%	72.7%	18.2%	3.09	1.5%	3.0%	77.3%	18.2%	3.12	0.0%	0.0%	67.3%	32.7%	3.33	0.6%	3.8%	72.5%	23.1%	3.18
	0	4	32	8	44	1	2	51	12	66	0	0	33	16	49	1	6	116	37	160

\*SD=strongly disagree, D=disagree, A=agree, SA=strongly agree

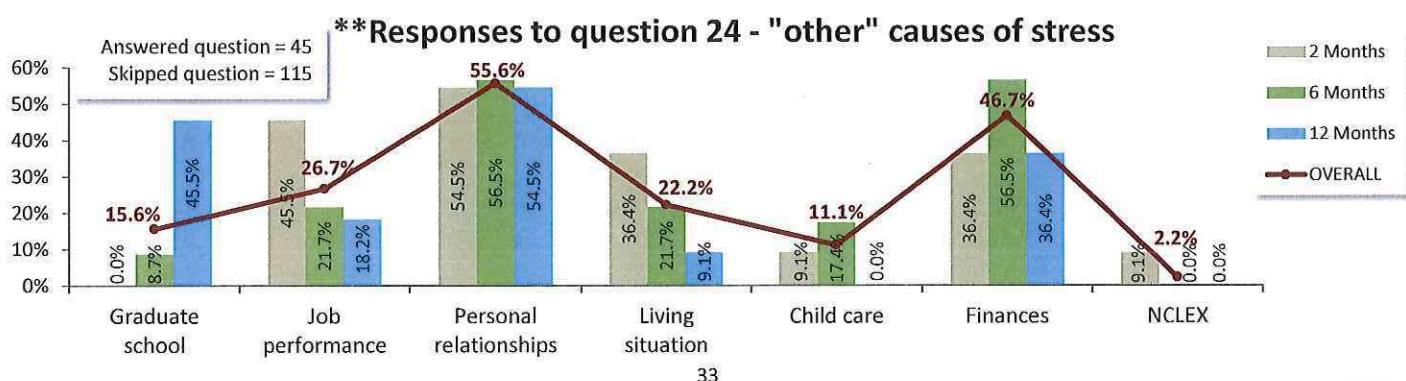
## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

## GN – Royal Oak

## How satisfied are you with the aspects of your job? (continued)

Months in GN Residency	2 Months – RO					6 Months – RO					12 Months – RO					OVERALL – RO				
	SD	D	A	SA	Rating	SD	D	A	SA	Rating	SD	D	A	SA	Rating	SD	D	A	SA	Rating
15. I feel comfortable making suggestions for changes to the nursing plan of care	0.0%	13.6%	75.0%	11.4%	2.98	1.5%	21.2%	59.1%	18.2%	2.94	0.0%	12.2%	67.3%	20.4%	3.06	0.6%	16.3%	66.3%	16.9%	2.99
16. I am having difficulty organizing patient care needs	18.2%	68.2%	11.4%	2.3%	1.98	21.5%	72.3%	4.6%	1.5%	1.86	33.3%	62.5%	2.1%	2.1%	1.73	24.7%	67.7%	5.7%	1.9%	1.85
17. I feel I may harm a patient due to my lack of knowledge and experience	36.4%	59.1%	4.5%	0.0%	1.68	40.9%	50.0%	7.6%	1.5%	1.70	46.9%	49.0%	4.1%	0.0%	1.57	41.9%	51.9%	5.6%	0.6%	1.65
18. There are positive role models for me to observe on my unit	0.0%	2.3%	54.5%	43.2%	3.41	1.5%	1.5%	50.0%	47.0%	3.42	0.0%	0.0%	53.1%	46.9%	3.47	0.6%	1.3%	51.9%	46.3%	3.44
19. My preceptor is helping me to develop confidence in my practice	0.0%	13.6%	47.7%	38.6%	3.25	0.0%	10.9%	59.4%	29.7%	3.19	4.1%	10.2%	55.1%	30.6%	3.12	1.3%	11.4%	54.4%	32.9%	3.19
20. I am supported by my family/friends	0.0%	0.0%	43.2%	56.8%	3.57	1.5%	1.5%	41.5%	55.4%	3.51	0.0%	0.0%	49.0%	51.0%	3.51	0.6%	0.6%	44.0%	54.7%	3.53
21. I am satisfied with my chosen nursing specialty	0.0%	11.4%	52.3%	36.4%	3.25	3.0%	10.6%	50.0%	36.4%	3.20	0.0%	16.7%	52.1%	31.3%	3.15	1.3%	12.6%	50.9%	35.2%	3.20
22. I feel my work is exciting and challenging	0.0%	11.4%	40.9%	47.7%	3.36	3.0%	3.0%	59.1%	34.8%	3.26	0.0%	8.2%	67.3%	24.5%	3.16	1.3%	6.9%	56.3%	35.6%	3.26
23. I feel my manager provides encouragement and feedback about my work	4.5%	9.1%	56.8%	29.5%	3.11	3.1%	15.4%	52.3%	29.2%	3.08	4.1%	10.2%	65.3%	20.4%	3.02	3.8%	11.9%	57.2%	27.0%	3.08
24. I am experiencing stress in my personal life**	25.0%	50.0%	15.9%	9.1%	2.09	18.2%	42.4%	30.3%	9.1%	2.30	22.9%	47.9%	27.1%	2.1%	2.08	22.0%	45.9%	25.2%	6.9%	2.17

\*SD=strongly disagree, D=disagree, A=agree, SA=strongly agree



Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

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## GN – Royal Oak

### \*\*Cause of Stress - "Other" responses to Q24

#### 2 Months – Royal Oak

- Nothing is causing stress
- Working midnights
- I have a dying parent living at home with me.
- Learning curve of the nursing job and deciding if I made the right choice in my career change.

#### 6 Months – Royal Oak

- Undergraduate school
- Working nights you lose the day before your shift to sleep and the day after your shift to sleep of course personal relationships are going to suffer. Nursing requires a BSN now but the rate of pay haven't changed to make up for the difference in the cost of a BSN rather than an ADN. Student loans are the size of a mortgage these days.
- Death of sibling and cousin
- I am a widow & single mother of two teenagers. I don't feel able to adjust my schedule to be able to attend functions that my kids consider important.
- My brother committed suicide in June 2014
- Planning a wedding and looking for a home

#### 12 Months – Royal Oak

- Suicide of brother last year and the complicated relationships resulting from it.
- Student loan payback
- Commitments from work (committees, anxiety about patients) invading my personal life at times.

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

## GN – Royal Oak

Answered question = 159  
Skipped question = 1

## How satisfied are you with the following aspects of your job?

Months in GN Residency	2 Months – RO						6 Months – RO						12 Months – RO						OVERALL – RO					
	VD	MD	NS/D	MS	VS	Rating	VD	MD	NS/D	MS	VS	Rating	VD	MD	NS/D	MS	VS	Rating	VD	MD	NS/D	MS	VS	Rating
1. Salary	0.0%	14.0%	23.3%	48.8%	14.0%	3.63	3.1%	30.8%	12.3%	49.2%	4.6%	3.22	6.1%	34.7%	12.2%	42.9%	4.1%	3.04	3.2%	27.2%	15.2%	46.8%	7.6%	3.28
	0	6	10	21	6	43	2	20	8	32	3	65	3	17	6	21	2	49	5	43	24	74	12	158
2. Vacation	2.3%	18.2%	34.1%	34.1%	11.4%	3.34	6.2%	20.0%	27.7%	38.5%	7.7%	3.22	8.2%	26.5%	24.5%	36.7%	4.1%	3.02	5.7%	21.4%	28.3%	37.1%	7.5%	3.19
	1	8	15	15	5	44	4	13	18	25	5	65	4	13	12	18	2	49	9	34	45	59	12	159
3. Benefits package	2.3%	4.5%	47.7%	31.8%	13.6%	3.50	3.1%	16.9%	26.2%	41.5%	12.3%	3.43	6.1%	20.4%	20.4%	44.9%	8.2%	3.29	3.8%	14.5%	30.2%	40.3%	11.3%	3.41
	1	2	21	14	6	44	2	11	17	27	8	65	3	10	10	22	4	49	6	23	48	64	18	159
4. Hours that you work	2.3%	6.8%	15.9%	38.6%	36.4%	4.00	4.7%	7.8%	9.4%	50.0%	28.1%	3.89	4.1%	4.1%	12.2%	63.3%	16.3%	3.84	3.8%	6.3%	12.0%	50.6%	27.2%	3.91
	1	3	7	17	16	44	3	5	6	32	18	64	2	2	6	31	8	49	6	10	19	80	43	158
5. Weekends off per month	9.1%	18.2%	18.2%	27.3%	27.3%	3.45	10.8%	30.8%	12.3%	32.3%	13.8%	3.08	20.4%	18.4%	4.1%	38.8%	18.4%	3.16	13.2%	23.3%	11.3%	32.7%	19.5%	3.22
	4	8	8	12	12	44	7	20	8	21	9	65	10	9	2	19	9	49	21	37	18	52	31	159
6. Your amount of responsibility	0.0%	6.8%	18.2%	59.1%	15.9%	3.84	4.6%	6.2%	18.5%	53.8%	16.9%	3.72	2.1%	8.3%	18.8%	60.4%	10.4%	3.69	2.5%	7.0%	18.4%	57.6%	14.6%	3.75
	0	3	8	26	7	44	3	4	12	35	11	65	1	4	9	29	5	48	4	11	29	91	23	158
7. Opportunities for career advancement	0.0%	4.5%	22.7%	45.5%	27.3%	3.95	0.0%	1.5%	21.5%	50.8%	26.2%	4.02	2.0%	8.2%	24.5%	49.0%	16.3%	3.69	0.6%	4.4%	22.6%	49.1%	23.3%	3.90
	0	2	10	20	12	44	0	1	14	33	17	65	1	4	12	24	8	49	1	7	36	78	37	159
8. Amount of encouragement and feedback	0.0%	6.8%	18.2%	54.5%	20.5%	3.89	0.0%	7.7%	18.5%	50.8%	23.1%	3.89	4.1%	12.2%	8.2%	55.1%	20.4%	3.76	1.3%	8.8%	15.1%	52.8%	22.0%	3.86
	0	3	8	24	9	44	0	5	12	33	15	65	2	6	4	27	10	49	2	14	24	84	35	159
9. Opportunity to work straight days	9.1%	4.5%	34.1%	36.4%	15.9%	3.45	7.8%	12.5%	26.6%	26.6%	26.6%	3.52	8.2%	12.2%	24.5%	34.7%	20.4%	3.47	8.2%	10.1%	27.8%	31.6%	22.2%	3.49
	4	2	15	16	7	44	5	8	17	17	17	64	4	6	12	17	10	49	13	16	44	50	35	158

\*VD=very dissatisfied, MD=moderately dissatisfied, NS/D=neither satisfied or dissatisfied, MS=moderately satisfied, VS=very satisfied

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Royal Oak**

**What difficulties, if any, are you currently experiencing with the transition from the "student" role to the "RN" role?**

Months in GN Residency	2 Months RO	6 Months RO	12 Months RO	OVERALL RO
1. Role expectations (e.g. autonomy, more responsibility, being a preceptor or in charge)	24.3% 9	19.6% 11	22.2% 8	22.3% 29
2. Lack of confidence (e.g. MD/PT communication skills, delegation, knowledge deficit, critical thinking)	45.9% 17	41.1% 23	22.2% 8	36.9% 48
3. Workload (e.g. organizing, prioritizing, feeling overwhelmed, ratios, patient acuity)	54.1% 20	50.0% 28	50.0% 18	50.8% 66
4. Fears (e.g. patient safety)	48.6% 18	32.1% 18	25.0% 9	34.6% 45
5. Orientation issues (e.g. unit familiarization, learning technology, relationship with multiple preceptors information overload)	32.4% 12	7.1% 4	16.7% 6	16.9% 22
<i>Answered question</i>	37	56	36	130
<i>Skipped question</i>	7	10	13	30

**What could be done to help you feel more supported or integrated into the unit?**

Months in GN Residency	2 Months RO	6 Months RO	12 Months RO	OVERALL RO
1. Improved orientation (e.g. preceptor support and consistency, orientation extension, unit specific skills practice)	35.0% 14	32.7% 18	21.4% 9	29.7% 41
2. Increased support (e.g. manager, RN, and educator feedback and support, mentorship)	22.5% 9	18.2% 10	45.2% 19	28.3% 39
3. Unit socialization (e.g. being introduced to staff and MDs, opportunities for staff socialization)	32.5% 13	23.6% 13	38.1% 16	30.4% 42
4. Improved work environment (e.g. gradual ratio changes, more assistance from unlicensed personnel, involvement in schedule and committee work)	55.0% 22	61.8% 34	54.8% 23	57.2% 79
<i>Answered question</i>	40	55	42	138
<i>Skipped question</i>	4	11	7	22

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Royal Oak****What aspects of your work environment are most satisfying?**

Months in GN Residency		2 Months RO	6 Months RO	12 Months RO	OVERALL RO
1.	Peer support (e.g. belonging, team approach, helpful and friendly staff)	69.8% 30	84.8% 56	62.5% 30	74.1% 117
2.	Patients and families (e.g. making a difference, positive feedback, patient satisfaction, patient interaction)	67.4% 29	59.1% 39	56.3% 27	60.8% 96
3.	Ongoing learning (e.g. preceptors, unit role models, mentorship)	69.8% 30	50.0% 33	37.5% 18	51.9% 82
4.	Professional nursing role (e.g. challenge, benefits, fast pace, critical thinking, empowerment)	62.8% 27	57.6% 38	45.8% 22	55.7% 88
5.	Positive work environment (e.g. good ratios, available resources, great facility, up-to-date technology)	41.9% 18	36.4% 24	20.8% 10	33.5% 53
	<i>Answered question</i>	43	66	48	158
	<i>Skipped question</i>	1	0	1	2

**What aspects of your work environment are least satisfying?**

Months in GN Residency		2 Months RO	6 Months RO	12 Months RO	OVERALL RO
1.	Nursing work environment (e.g. unrealistic ratios, tough schedule, futility of care)	60.0% 18	63.6% 35	62.8% 27	62.0% 80
2.	System (e. g. outdated facilities and equipment, small workspace, charting, paperwork)	20.0% 6	40.0% 22	37.2% 16	34.1% 44
3.	Interpersonal relationships (e.g. gossip, lack of recognition, lack of teamwork, politics)	33.3% 10	25.5% 14	34.9% 15	31.0% 40
4.	Orientation (inconsistent preceptors, lack of feedback)	16.7% 5	12.7% 7	14.0% 6	14.0% 18
	<i>Answered question</i>	30	55	43	129
	<i>Skipped question</i>	14	11	6	31

Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

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## GN – Royal Oak

Please share any comments or concerns you have about your residency program:

### 2 Months – Royal Oak

- Sometimes I just feel overwhelmed. The idea of five patients all on my own seems daunting. Being new, I struggle with not having the knowledge and experience that other nurses have, which can be discouraging. It is strange to go from student where you have to ask before doing everything to being the RN. The increased responsibility and autonomy can be frightening. In addition, it is nearly impossible for me to see \*everything\* during my orientation weeks, so I know that even once I am on my own I will still be needing to ask for help when I am assigned patients who have lines/drains/devices I'm unfamiliar with.
- I like the monthly classes and the helpful CNS support
- I think being introduced to the MDs who are routinely on the unit would be beneficial. Also, having more than one preceptor would help new nurses see how things can be approached differently.
- I love my unit and feel great support from my fellow nurses. They've all been very welcoming, and I feel like I could ask for help from any of them. Kathy Esper is an amazing preceptor and a great resource. She has excellent bedside manner, is great at educating patients, and follows all procedure policies and is always looking at best practices.
- Multiple times throughout my orientation, I came to work and had the charge nurse have a) no idea who I was and b) no idea that I was coming in. My preceptors changed multiple times. I had one preceptor actually say out loud "OH jeeze why did they do this to me I hate training" right in front of me. I was not oriented to the unit well...I didn't get a mailbox or was shown how to use the web scheduler; these are things I had to pursue management for more than once. There were also big miscommunications about my shifts during training...once again I had to pursue management to clarify and fix things. I felt like I was lost in the shuffle more than once. My manager is amazing, most of my coworkers are great mentors but overall I did not have a good new employee experience.
- I felt like I was being thrown onto a unit where nobody really knew what was going on. I was not assigned one, or even 2, preceptors. I was bounced around, which I didn't mind all that much because I got a chance to learn from different nurses, but I constantly felt like I was an annoyance to certain ones. I also feel like on my unit, we should have been on orientation longer, but for some reason while all of the other new GNs (who started orientation the same date as I did) were starting midnights, I was being put on my first weekend alone. Sometimes I feel like because I am "new", I can get the tough-unrealistic sets of patients (i.e. 3 feeding tubes, 2 heparin drips, 1 confused trying to get out of bed all night) because the other nurses "can't deal with that tonight". I do think that working over 3 days in a row, with only 1 "day" off before you do 2 more, is very tough, and I feel like we should be able to discuss our schedules before being put on tough weeks like that. I do wish that we were able to sit down with someone and talk about how to schedule ourselves, take days off, vacation days/time off/ sick time. Unfortunately I never really had the chance to do that.

Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

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## GN – Royal Oak

Please share any comments or concerns you have about your residency program:

### 6 Months – Royal Oak

- Mostly just ratios, I am more than confident with 4 patients but I rarely only get 4. At 5 or six it gets very overwhelming. I sincerely think there should be a new rule that new nurses should only take 4 for the first months.
- Confidence comes with time - I am getting there.
- During nightshift we are often short staffed, most RNs on the night shift are new. So in turn, new nurses are dealing with unsafe nurse-to-patient ratios. Also, our floor is continuously not getting pt. sitter coverage and RNs are having to sign up to "sit" for those pts., leaving the buddy RN's with an unsafe amount of pts. to watch over.
- While I had a great preceptor, he didn't even know he was going to be training me and never had done it before. It would've been nice if we had time to actually sit down and talk about my performance, although he gave ongoing feedback, once the day was done and we gave off report we had no extra time to talk about my skills and things I should improve on.
- Patient ratios are unacceptable.
- Charting is often repetitive: charting similar information in multiple areas of epic. Different styles of preceptors is challenging to adjust to, especially in the first few weeks (i.e. some preceptors gradually add workload as orientee becomes more familiar with unit, others gave orientee full patient workload at beginning of orientation. Staff on unit is very supportive and willing to help, answer questions as needed.
- GN residency classes are mini refreshers of nursing school and though only once a month, they do not seem entirely significant.
- I feel more and more confident in my skills every day. I enjoy working on this unit a lot, although the schedule is tough at times; I wish I had more weekends off. The managers are very kind and supportive. The charge nurses are very good role models and a lot of help as well. I feel comfortable asking for help when I need it. There is strong team work on this unit which I like very much. I like the challenge of this unit and I enjoy learning something new every time I work.
- So far I feel I am adjusting well in my career and new role as an RN. I am very pleased with how much I have learned and how much confidence I have gained in myself as a new RN. Thank you to the staff for all their support!! They are always so helpful and available if I have any questions. They have helped make my transition into to a new RN a much easier experience then I have ever thought!! :)
- 7:1 Patient to RN ratios should never happen, it just isn't safe. Huge lack of teamwork between Day shift and night shift, makes it difficult to give smooth care over 24 hours
- I think it would be helpful for an option to have someone specifically check in on you. Sit down for a quick coffee and ask how you are doing, goals you have, fears you have, what you need more help with etc. Could be just a short 15-20 min talk every other week?

Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

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## GN – Royal Oak

Please share any comments or concerns you have about your residency program:

### 6 Months – Royal Oak (continued)

- Everything is improving. I felt I went through an unofficial hazing where the second day off of orientation I had more patients than any other nurse on our floor and all the high acuity/difficult patients for the first few weeks. There was no way I could complete my assignments on time. Now I am finishing most shifts but my patients load isn't as difficult as those first few shifts alone. My orientation was a new preceptor almost every day. My orientation was too short. And when off of orientation, handing off to the day shift was sheer hell...they were just plain mean and not helpful with understanding what I needed to do differently. I kept my mouth shut and didn't complain and now I mostly enjoy my co-workers and am doing just fine. My main complaint about the GN program is that our classes are only offered during the day (8am & noon) and at least 75% of us are night nurse so everyone is dozing in the classes and if we work that night, we are going 24 hours w/out sleep to meet our obligations.

### 12 Months – Royal Oak

- The GN program was fine. No complaints. Good refreshers.
- I feel that this unit (9S), needs to be more selective of which nurses they have precept employees. Also having a patient to nurse ratio of 8:1 is completely unacceptable. There are also Charge Nurses who speak to newer employees disrespectfully, and make you feel bad for taking a break.
- I feel that the largest downfall of all nursing in hospitals is unrealistic patient ratios. At our normal dayshift ratio of 1:5, depending on your patients, you can have a good day or an absolutely horrible day, running around and barely completing your minimal work requirements, let alone being able to be the nurse that you would like to be for your patients. However, if there is a call-in on the unit, a short-staffed shift, critical patients, or large census in the hospital, we can be given extra patients, which is a potentially dangerous situation for both patients and nurses. Our licenses are still held to the same degree of responsibility, regardless of being at unsafe patient ratios. Additionally, more staff will help almost all hospital issues; more staff means more time with patients, more critical thinking and attention applied to each patient, more bedside time with patients, therefore increasing patient safety and satisfaction, therefore increasing hospital compensation and ratings. The largest stress for me as a new nurse is not being able to perform my profession in the way I have been taught due to too high of a workload or unsafe patient ratios.
- I learned more on the job from preceptors and people around me than I learned in the GN residency classes. I prefer to learn in hands-on settings as opposed to classes.
- Poor pay for nurses at this hospital is causing me to look at other systems that pay nurses a more reasonable hourly rate. Why not just increase my pay so you don't have to worry about me leaving then you have to spend crazy money training new nurses and spending more money on badges, training, ect.... Increase our pay or new nurses will continue to leave. Other hospitals pay nurses more.

Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

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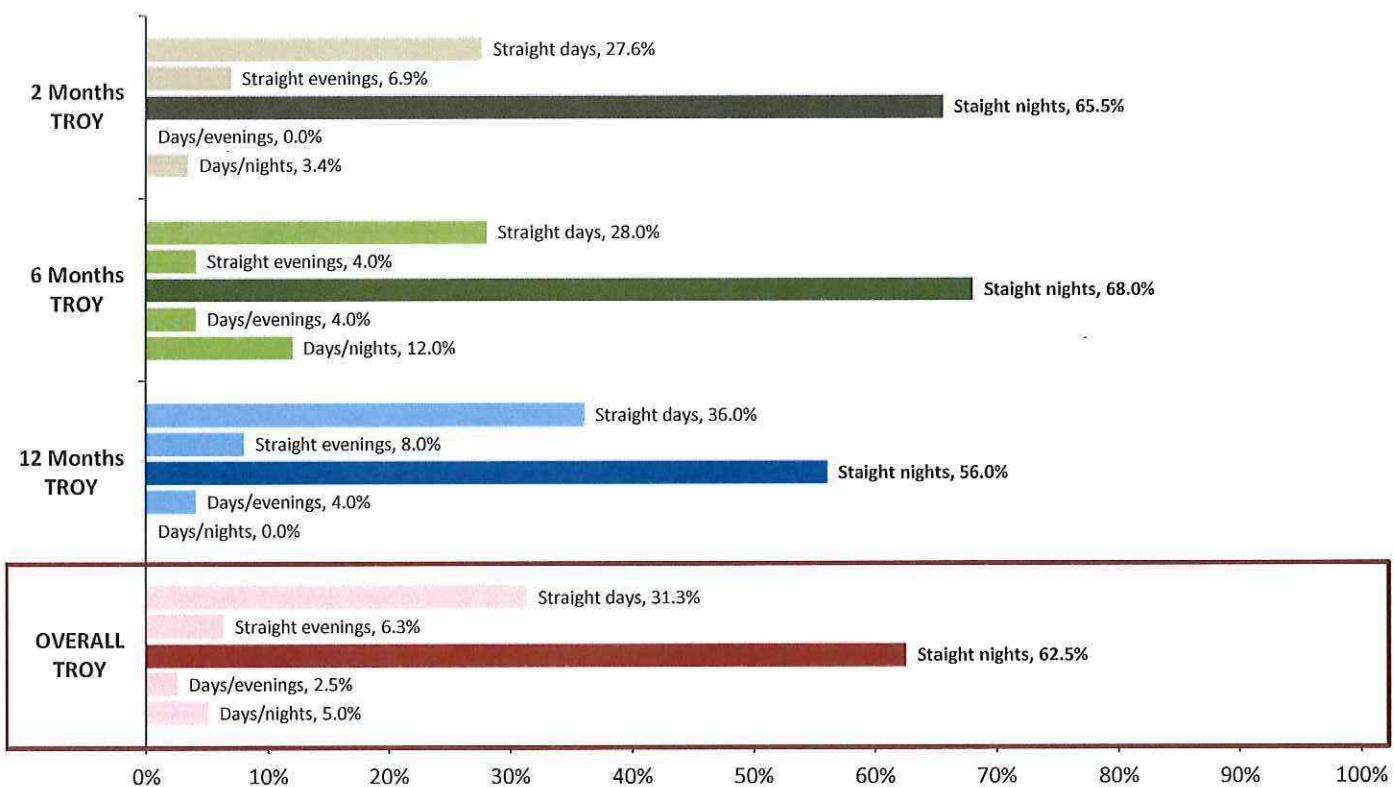
# **GN Residency**

## **Beaumont Troy Specific**

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Troy**

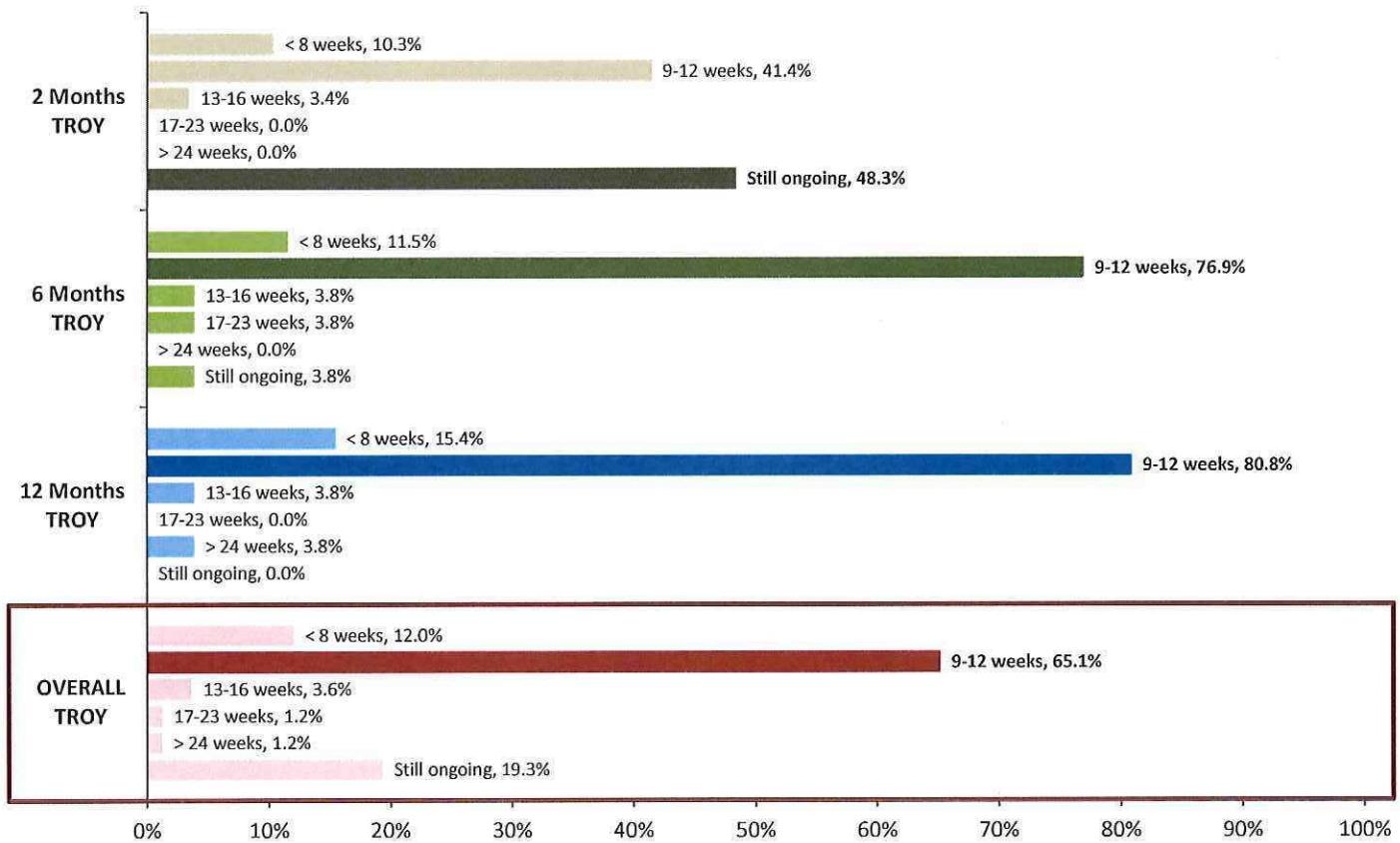
Answered question = 80  
 Skipped question = 3

**What is your scheduled work pattern?**

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

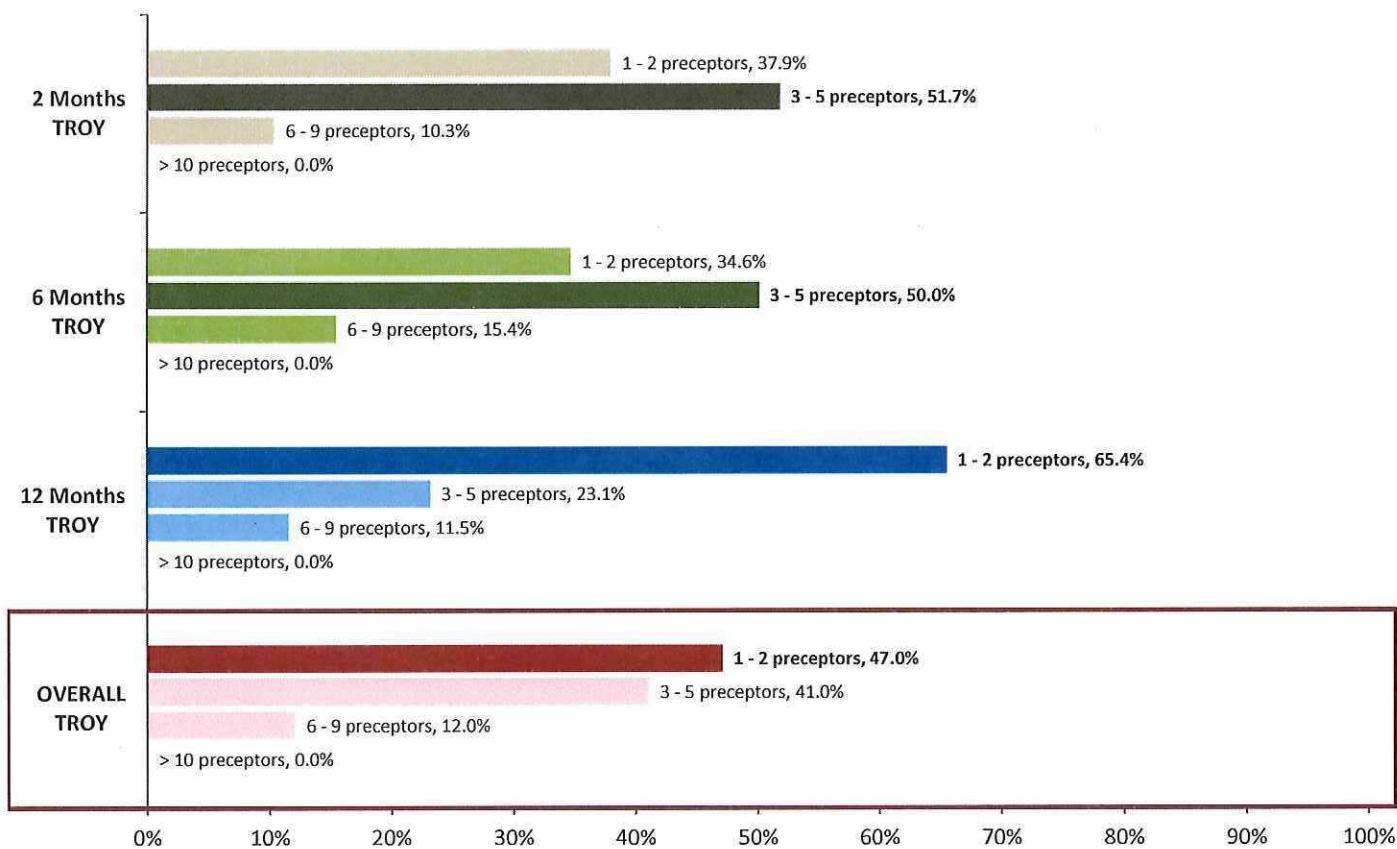
**GN – Troy**

Answered question = 83  
 Skipped question = 0

**How long was your unit orientation?**

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

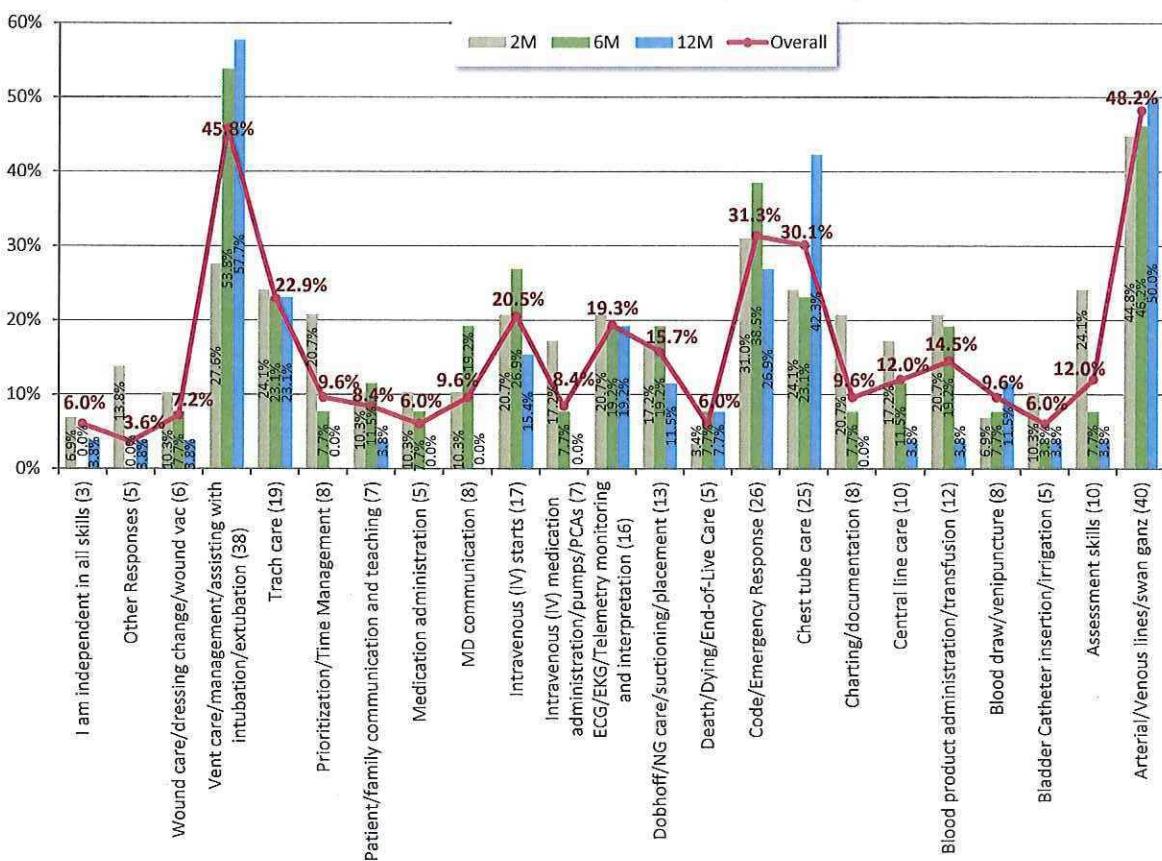
Answered question = 83  
 Skipped question = 0

**GN – Troy****How many primary preceptors have you had during your orientation?**

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN Troy - Top three skills/procedures you are uncomfortable performing independently at this time.**

Answered question = 83  
Skipped question = 0



Top three skills/procedures uncomfortable performing independently at this time:

**2 Months – Troy**

1. Arterial/venous lines/swan ganz
2. Code/Emergency Response
3. Vent care/management/intubation/extubation

**6 Months – Troy**

1. Vent care/management/intubation/extubation
2. Code/Emergency Response
3. Arterial/venous lines/swan ganz

**12 Months – Troy**

1. Vent care/management/intubation/extubation
2. Arterial/venous lines/swan ganz
3. Chest tube care

**Overall – Troy**

1. Arterial/venous lines/swan ganz
2. Vent care/management/intubation/extubation
3. Code/Emergency Response

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Troy**

Answered question = 83  
Skipped question = 0

**How satisfied are you with the aspects of your job?**

Months in GN Residency	2 Months – TROY					6 Months – TROY					12 Months – TROY					OVERALL – TROY				
	SD	D	A	SA	Rating	SD	D	A	SA	Rating	SD	D	A	SA	Rating	SD	D	A	SA	Rating
1. I feel confident communicating with physicians	0.0%	3.4%	75.9%	20.7%	3.17	0.0%	11.5%	65.4%	23.1%	3.12	0.0%	0.0%	57.7%	42.3%	3.42	0.0%	4.8%	66.3%	28.9%	3.25
2. I am comfortable knowing what to do for a dying patient	3.4%	31.0%	58.6%	6.9%	2.69	7.7%	30.8%	46.2%	15.4%	2.69	0.0%	26.9%	50.0%	23.1%	2.96	3.7%	29.3%	52.4%	14.6%	2.78
3. I feel comfortable delegating tasks to the Nursing Assistant	1	9	17	2	29	2	8	12	4	26	0	7	13	6	26	3	24	43	12	82
4. I feel at ease asking for help from other RNs on the unit	0.0%	0.0%	34.5%	65.5%	3.66	0.0%	0.0%	42.3%	57.7%	3.58	0.0%	0.0%	36.0%	64.0%	3.64	0.0%	0.0%	37.8%	62.2%	3.62
5. I am having difficulty prioritizing patient care needs	20.7%	58.6%	13.8%	6.9%	2.07	30.8%	61.5%	7.7%	0.0%	1.77	48.0%	52.0%	0.0%	0.0%	1.52	32.9%	57.3%	7.3%	2.4%	1.79
6. I feel my preceptor provides encouragement and feedback about my work	0.0%	3.4%	44.8%	51.7%	3.48	0.0%	0.0%	46.2%	53.8%	3.54	0.0%	0.0%	44.0%	56.0%	3.56	0.0%	1.2%	45.1%	53.7%	3.52
7. I feel staff is available to me during new situations and procedures	0.0%	0.0%	41.4%	58.6%	3.59	0.0%	3.8%	53.8%	42.3%	3.38	0.0%	3.8%	38.5%	57.7%	3.54	0.0%	2.4%	44.6%	53.0%	3.51
8. I feel overwhelmed by my patient care responsibilities and workload	17.2%	58.6%	24.1%	0.0%	2.07	7.7%	61.5%	23.1%	6	2.31	7.7%	73.1%	11.5%	7.7%	2.19	12.2%	63.4%	19.5%	4.9%	2.17
9. I feel supported by the nurses on my unit	0.0%	0.0%	51.7%	48.3%	3.48	0.0%	0.0%	50.0%	50.0%	3.50	0.0%	0.0%	50.0%	50.0%	3.50	0.0%	0.0%	51.2%	48.8%	3.49
10. I have opportunities to practice skills and procedures more than once	0.0%	6.9%	75.9%	17.2%	3.10	3.8%	7.7%	57.7%	30.8%	3.15	0.0%	3.8%	61.5%	34.6%	3.31	1.2%	6.1%	65.9%	26.8%	3.18
11. I feel comfortable communicating with patients and their families	0.0%	3.4%	58.6%	37.9%	3.34	0.0%	0.0%	61.5%	38.5%	3.38	0.0%	0.0%	61.5%	38.5%	3.38	0.0%	1.2%	61.4%	37.3%	3.36
12. I am able to complete my patient care assignment on time	0.0%	13.8%	51.7%	34.5%	3.21	0.0%	11.5%	65.4%	23.1%	3.12	3.8%	0.0%	73.1%	23.1%	3.15	1.2%	8.5%	62.2%	28.0%	3.17
13. I feel the expectations of me in this job are realistic	3.4%	3.4%	65.5%	27.6%	3.17	0.0%	11.5%	73.1%	15.4%	3.04	0.0%	7.7%	73.1%	19.2%	3.12	1.2%	7.3%	70.7%	20.7%	3.11
14. I feel prepared to complete my job responsibilities	0.0%	6.9%	62.1%	31.0%	3.24	0.0%	0.0%	69.2%	30.8%	3.31	0.0%	0.0%	76.9%	23.1%	3.23	0.0%	2.4%	69.9%	27.7%	3.25

\*SD=strongly disagree, D=disagree, A=agree, SA=strongly agree

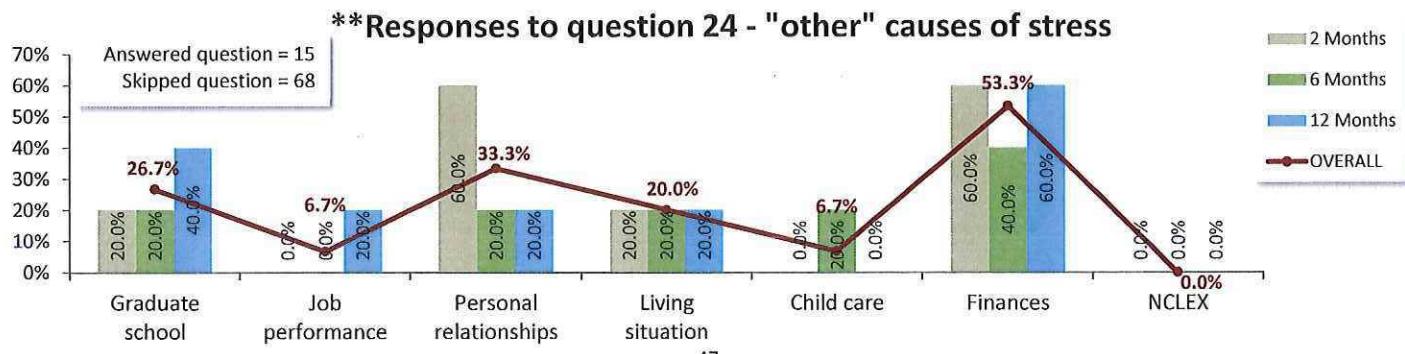
## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

## GN – Troy

## How satisfied are you with the aspects of your job? (continued)

Months in GN Residency	2 Months					6 Months					12 Months					OVERALL				
	Answer Options*	SD	D	A	SA	Rating	SD	D	A	SA	Rating	SD	D	A	SA	Rating	SD	D	A	SA
15. I feel comfortable making suggestions for changes to the nursing plan of care	0.0% 0	24.1% 7	58.6% 17	17.2% 5	2.9% 29	0.0% 0	11.5% 3	65.4% 17	23.1% 6	3.12% 26	0.0% 0	0.0% 0	76.9% 20	23.1% 6	3.23% 26	0.0% 0	12.0% 10	67.5% 56	20.5% 17	3.08% 83
16. I am having difficulty organizing patient care needs	17.2% 5	69.0% 20	13.8% 4	0.0% 0	1.97% 29	19.2% 5	53.8% 14	23.1% 6	3.8% 1	2.12% 26	42.3% 11	53.8% 14	3.8% 1	0.0% 0	1.62% 26	26.5% 22	59.0% 49	13.3% 11	1.2% 1	1.89% 83
17. I feel I may harm a patient due to my lack of knowledge and experience	41.4% 12	51.7% 15	6.9% 2	0.0% 0	1.66% 29	42.3% 11	46.2% 12	11.5% 3	0.0% 0	1.69% 26	36.0% 9	60.0% 15	4.0% 1	0.0% 0	1.68% 25	40.2% 33	52.4% 43	7.3% 6	0.0% 0	1.67% 82
18. There are positive role models for me to observe on my unit	0.0% 0	0.0% 0	37.9% 11	62.1% 18	3.62% 29	0.0% 0	3.8% 1	38.5% 10	57.7% 15	3.54% 26	0.0% 0	0.0% 0	50.0% 13	50.0% 13	3.50% 26	0.0% 0	1.2% 1	41.5% 34	57.3% 47	3.56% 82
19. My preceptor is helping me to develop confidence in my practice	0.0% 0	6.9% 2	34.5% 10	58.6% 17	3.52% 29	0.0% 0	0.0% 0	69.2% 18	30.8% 8	3.31% 26	0.0% 0	4.0% 1	52.0% 13	44.0% 11	3.40% 25	0.0% 0	3.7% 3	50.6% 41	45.7% 37	3.42% 81
20. I am supported by my family/friends	0.0% 0	0.0% 0	31.0% 9	69.0% 20	3.69% 29	0.0% 0	0.0% 0	50.0% 13	50.0% 13	3.50% 26	0.0% 0	0.0% 0	42.3% 11	57.7% 15	3.58% 26	0.0% 0	0.0% 0	41.0% 34	59.0% 49	3.59% 83
21. I am satisfied with my chosen nursing specialty	0.0% 0	10.3% 3	41.4% 12	48.3% 14	3.38% 29	0.0% 0	7.7% 2	57.7% 15	34.6% 9	3.27% 26	0.0% 0	4.0% 1	56.0% 14	40.0% 10	3.36% 25	0.0% 0	7.4% 6	50.6% 41	42.0% 34	3.35% 81
22. I feel my work is exciting and challenging	0.0% 0	6.9% 2	48.3% 14	44.8% 13	3.38% 29	0.0% 0	7.7% 2	61.5% 16	30.8% 8	3.23% 26	0.0% 0	7.7% 2	61.5% 16	30.8% 8	3.23% 26	0.0% 0	7.3% 6	56.1% 46	36.6% 30	3.29% 82
23. I feel my manager provides encouragement and feedback about my work	0.0% 0	10.3% 3	58.6% 17	31.0% 9	3.21% 29	3.8% 1	3.8% 1	65.4% 17	26.9% 7	3.15% 26	3.8% 1	7.7% 2	69.2% 18	19.2% 5	3.04% 26	2.4% 2	7.2% 6	63.9% 53	26.5% 22	3.14% 83
24. I am experiencing stress in my personal life**	17.2% 5	62.1% 18	17.2% 5	3.4% 1	2.07% 29	11.5% 3	57.7% 15	23.1% 6	7.7% 2	2.27% 26	15.4% 4	53.8% 14	26.9% 7	3.8% 1	2.19% 26	15.9% 13	57.3% 47	22.0% 18	4.9% 4	2.16% 82

\*SD=strongly disagree, D=disagree, A=agree, SA=strongly agree



Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

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## GN – Troy

### \*\*Cause of Stress - "Other" responses to Q24

#### 2 Months – Troy

- Adjustment to midnight shift
- Getting married next year, planning a wedding and buying a house
- Health

#### 6 Months – Troy

- Currently enrolled in a RN to BSN Program
- I have a hard time leaving my work experiences or stress at work. Since I am a bit of a perfectionist, I stress or dwell on things I wish I would have done differently or done better at work.
- Personal health
- Wedding, selling house, building house
- Loss of pet

#### 12 Months – Troy

- Recent tragic death in the family.
- caring for ill parents
- Lack of sleep related to working midnight shift

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Troy****How satisfied are you with the following aspects of your job?**

Months in GN Residency	2 Months – TROY						6 Months – TROY						12 Months – TROY						OVERALL – TROY					
	VD	MD	N S/D	MS	VS	Rating	VD	MD	N S/D	MS	VS	Rating	VD	MD	N S/D	MS	VS	Rating	VD	MD	N S/D	MS	VS	Rating
1. Salary	0.0%	3.4%	17.2%	75.9%	3.4%	3.79	3.8%	15.4%	3.8%	73.1%	3.8%	3.58	3.8%	23.1%	19.2%	46.2%	7.7%	3.31	2.4%	13.4%	13.4%	65.9%	4.9%	3.57
	0	1	5	22	1	29	1	4	1	19	1	26	1	6	5	12	2	26	2	11	11	54	4	82
2. Vacation	3.4%	10.3%	27.6%	51.7%	6.9%	3.48	0.0%	11.5%	26.9%	53.8%	7.7%	3.58	3.8%	23.1%	15.4%	42.3%	15.4%	3.42	2.4%	14.6%	23.2%	50.0%	9.8%	3.50
	1	3	8	15	2	29	0	3	7	14	2	26	1	6	4	11	4	26	2	12	19	41	8	82
3. Benefits package	3.4%	17.2%	37.9%	27.6%	13.8%	3.31	3.8%	19.2%	30.8%	42.3%	3.8%	3.23	7.7%	11.5%	23.1%	53.8%	3.8%	3.35	4.9%	15.9%	30.5%	41.5%	7.3%	3.30
	1	5	11	8	4	29	1	5	8	11	1	26	2	3	6	14	1	26	4	13	25	34	6	82
4. Hours that you work	0.0%	0.0%	13.8%	72.4%	13.8%	4.00	0.0%	11.5%	15.4%	53.8%	19.2%	3.81	0.0%	3.8%	7.7%	57.7%	30.8%	4.15	0.0%	4.8%	12.0%	61.4%	21.7%	4.00
	0	0	4	21	4	29	0	3	4	14	5	26	0	1	2	15	8	26	0	4	10	51	18	83
5. Weekends off per month	0.0%	13.8%	17.2%	41.4%	27.6%	3.83	0.0%	7.7%	11.5%	50.0%	30.8%	4.04	0.0%	7.7%	15.4%	34.6%	42.3%	4.12	0.0%	9.6%	14.5%	42.2%	33.7%	4.00
	0	4	5	12	8	29	0	2	3	13	8	26	0	2	4	9	11	26	0	8	12	35	28	83
6. Your amount of responsibility	0.0%	3.4%	10.3%	65.5%	20.7%	4.03	0.0%	11.5%	0.0%	80.8%	7.7%	3.85	4.0%	4.0%	16.0%	60.0%	16.0%	3.80	1.2%	6.2%	8.6%	69.1%	14.8%	3.90
	0	1	3	19	6	29	0	3	0	21	2	26	1	1	4	15	4	25	1	5	7	56	12	81
7. Opportunities for career advancement	0.0%	3.4%	24.1%	48.3%	24.1%	3.93	0.0%	3.8%	19.2%	57.7%	19.2%	3.92	3.8%	11.5%	7.7%	46.2%	30.8%	3.88	1.2%	6.1%	17.1%	50.0%	25.6%	3.93
	0	1	7	14	7	29	0	1	5	15	5	26	1	3	2	12	8	26	1	5	14	41	21	82
8. Amount of encouragement and feedback	0.0%	0.0%	17.2%	55.2%	27.6%	4.10	0.0%	3.8%	23.1%	38.5%	34.6%	4.04	0.0%	11.5%	11.5%	42.3%	34.6%	4.00	0.0%	4.8%	16.9%	45.8%	32.5%	4.06
	0	0	5	16	8	29	0	1	6	10	9	26	0	3	3	11	9	26	0	4	14	38	27	83
9. Opportunity to work straight days	6.9%	6.9%	13.8%	48.3%	24.1%	3.76	3.8%	7.7%	19.2%	57.7%	11.5%	3.65	0.0%	7.7%	19.2%	38.5%	34.6%	4.00	3.7%	7.3%	17.1%	47.6%	24.4%	3.82
	2	2	4	14	7	29	1	2	5	15	3	26	0	2	5	10	9	26	3	6	14	39	20	82

\*VD=very dissatisfied, MD=moderately dissatisfied, N S/D=neither satisfied or dissatisfied, MS=moderately satisfied, VS=very satisfied

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Troy**

**What difficulties, if any, are you currently experiencing with the transition from the "student" role to the "RN" role?**

Months in GN Residency		2 Months TROY	6 Months TROY	12 Months TROY	OVERALL TROY
1.	Role expectations (e.g. autonomy, more responsibility, being a preceptor or in charge)	26.9% 7	33.3% 6	18.8% 3	26.2% 16
2.	Lack of confidence (e.g. MD/PT communication skills, delegation, knowledge deficit, critical thinking)	57.7% 15	66.7% 12	37.5% 6	55.7% 34
3.	Workload (e.g. organizing, prioritizing, feeling overwhelmed, ratios, patient acuity)	34.6% 9	50.0% 9	56.3% 9	45.9% 28
4.	Fears (e.g. patient safety)	38.5% 10	44.4% 8	6.3% 1	31.1% 19
5.	Orientation issues (e.g. unit familiarization, learning technology, relationship with multiple preceptors information overload)	11.5% 3	11.1% 2	12.5% 2	11.5% 7
	<i>Answered question</i>	26	18	16	61
	<i>Skipped question</i>	3	8	10	22

**What could be done to help you feel more supported or integrated into the unit?**

Months in GN Residency		2 Months TROY	6 Months TROY	12 Months TROY	OVERALL TROY
1.	Improved orientation (e.g. preceptor support and consistency, orientation extension, unit specific skills practice)	30.0% 6	33.3% 6	52.9% 9	37.5% 21
2.	Increased support (e.g. manager, RN, and educator feedback and support, mentorship)	20.0% 4	5.6% 1	11.8% 2	12.5% 7
3.	Unit socialization (e.g. being introduced to staff and MDs, opportunities for staff socialization)	30.0% 6	55.6% 10	11.8% 2	33.9% 19
4.	Improved work environment (e.g. gradual ratio changes, more assistance from unlicensed personnel, involvement in schedule and committee work)	45.0% 9	50.0% 9	35.3% 6	42.9% 24
	<i>Answered question</i>	20	18	17	56
	<i>Skipped question</i>	9	8	9	27

## Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report

**GN – Troy****What aspects of your work environment are most satisfying?**

Months in GN Residency		2 Months TROY	6 Months TROY	12 Months TROY	OVERALL TROY
1.	Peer support (e.g. belonging, team approach, helpful and friendly staff)	60.7% 17	80.8% 21	72.0% 18	70.4% 57
2.	Patients and families (e.g. making a difference, positive feedback, patient satisfaction, patient interaction)	64.3% 18	65.4% 17	40.0% 10	58.0% 47
3.	Ongoing learning (e.g. preceptors, unit role models, mentorship)	78.6% 22	61.5% 16	56.0% 14	65.4% 53
4.	Professional nursing role (e.g. challenge, benefits, fast pace, critical thinking, empowerment)	60.7% 17	57.7% 15	44.0% 11	54.3% 44
5.	Positive work environment (e.g. good ratios, available resources, great facility, up-to-date technology)	35.7% 10	53.8% 14	28.0% 7	40.7% 33
	<i>Answered question</i>	28	26	25	81
	<i>Skipped question</i>	1	0	1	2

**What aspects of your work environment are least satisfying?**

Months in GN Residency		2 Months TROY	6 Months TROY	12 Months TROY	OVERALL TROY
1.	Nursing work environment (e.g. unrealistic ratios, tough schedule, futility of care)	45.0% 9	61.5% 8	45.0% 9	48.1% 26
2.	System (e. g. outdated facilities and equipment, small workspace, charting, paperwork)	40.0% 8	53.8% 7	35.0% 7	42.6% 23
3.	Interpersonal relationships (e.g. gossip, lack of recognition, lack of teamwork, politics)	20.0% 4	7.7% 1	25.0% 5	18.5% 10
4.	Orientation (inconsistent preceptors, lack of feedback)	10.0% 2	0.0% 0	10.0% 2	7.4% 4
	<i>Answered question</i>	20	13	20	54
	<i>Skipped question</i>	9	13	6	29

**Casey-Fink Graduate Nurse Experience Survey – 2015 Year Report**

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**GN – Troy**

**Please share any comments or concerns you have about your residency program:**

**2 Months – Troy**

- Overall, orientation has been very successful thus far!
- I find that our nursing assistants are inconsistent with being supportive and helpful. RNs and our nurse manager have been more helpful in my experience.
- My unit orientation was more than sufficient, gave me adequate opportunities to learn and grow, and prepared me to practice independently as a nurse. At the end, I felt confident working on my own. However, the GN residency program has added nothing to my development as an RN. I have found very little of the content to be relevant. It is frustrating that I have to spend additional time away from my family, get a babysitter, drive all the way to the PNC center on my day off, and sit in classes that go over concepts I just learned in nursing school. It is also frustrating that our time is wasted; for example, one session the lecturer asked everyone to get up, line the walls, and get in order according to their birth month. With 100+ people in the room, this was a tremendous waste of time and adds nothing to our education. Every person in the GN residency program is an adult; treat them that way. The only useful sessions were the hands-on learning with various devices which are not used frequently in our department, such as the kangaroo pump and dignicare.
- Preceptors haven't really said this is what you do really good and this is what you need to work on.

**6 Months – Troy**

- Beaumont has an incredibly amazing support for nurses, specifically new nurses!
- On our unit, the acuity of patients can vary. I feel confident that I am able to handle a patient ratio of 4-5, even 6 patients, but it becomes overwhelming when you have 6 high acuity patients along with your coworkers. Thankfully, I work with amazing experienced nurses and we can all work together to complete tasks and charting. After being on the unit for six months now, I have met most of the frequent MDs that come to our unit, but it can be stressful when you don't know which doctor is which. Maybe a chart with pictures would be useful for new nurses on each unit. I had a wonderful preceptor and I am confident in my ability to work as an RN.
- Lack of communication from educator/manager in charge of orientation, lack of response to emails, leaders do not return phone calls, lack of consistency with preceptors, conflicting and inconsistent teaching methods and philosophies of preceptors.

**12 Months – Troy**

- I noticed on our unit, almost all the nurses are new. So, when I needed to ask for something, they don't know the answer either. Good thing we're just close to 5-South, senior nurses are there to help me. There was an incident when my preceptor and charge nurse don't know about an interrogation of pacemaker. They were nice but kind of made fun of the situation. They don't know about an interrogation of pacemaker. When I got home, I asked my aunt whom also works in 4-South, she told me that there was such thing.