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Navigating the Rapids: Does a Resilience Toolkit Keep First-Semester Nursing Students Afloat?

Joint Chapter Symposium

November 4, 2023

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Navigating the Rapids: Does a Resilience Toolkit Keep First-Semester Nursing Students Afloat?

NUR940 DNP Project & Nursing Scholarship

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Project Chair:

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Faculty Consultant:

Dr. Joanne Lassiter, EdD, MSN, RN

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The University of Mary- Bismarck North Dakota

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Dr. Rising

Chair:

Dr. Cheryl Rising, DNP, APRN, FNP-BC, FAAN

Faculty Consultant:

Dr. Joanne Lassiter, EdD, MSN, RN

Project Champions:

Dr. Jacqueline Reep-Jarmin, PhD, RN

Dr. Renee Duncan, DNP, RN

Dr. Lassiter

Dr. Duncan

Patron Saint: St Therese of Lisieux Doctor of the Church

Dr. Reep-Jarmin

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Problem Statement

- Nursing students experience stress
  (Social, Financial, Emotional, Academic)
  Stress of learning a new way to think
- 66% report overwhelming anxiety (AACN, 2021)
- Stressed nursing students are leaving before graduation (Grande et al., 2021)
- Distress influences first-semester attrition rates (Turner & McCarthy, 2017)

Problem Consequences

American Association of Colleges of Nursing Call to Action: Academic Nurse Leaders to Promote Practices to Enhance Optimal Well-being, Resilience, and Suicide Prevention in U.S. Schools of Nursing (AACN, 2020), and the American College Health Association Report

2021 52% of nurses considering leaving nursing due to pay, conditions, wellbeing

45% of college students stated they felt so depressed it was difficult to function

66% students reported overwhelming anxiety, 13.3% seriously considered suicide in the last 12 months

U.S Nursing schools turned away 91,938 qualified applications in 2021 due to lack enough nursing faculty/clinical placement sites (AACN, 2022)

Nursing student attrition rates

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PICO Question

Does the Implementation of a Resilience Toolkit Impact Retention of First-Semester Nursing Students Compared to Previous Cohorts at a Midwestern University?

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Literature Review/ Synthesis

Resilience:

- not clearly defined in the literature
- a factor in nursing student retention and success
- relates to maintaining well-being despite setbacks

Interventions are needed to promote student success:

- 9% of CCNE-accredited programs had resilience in the nursing curriculum
- Student Sense of Coherence (SOC) -belonging- is requisite

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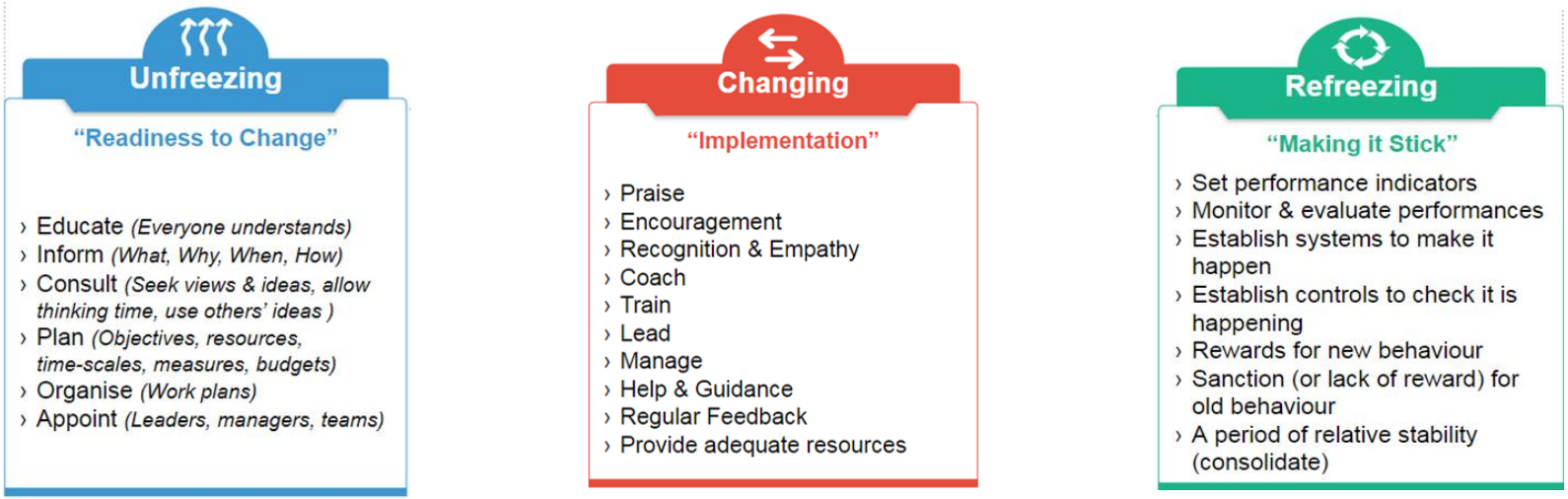
Theoretical Framework

Theory of Human Caring by Dr. Jean Watson

- Highlights the art and science of nursing
- Watson's Caring Theory identified as relevant to resilience building (Watson et al., 2019)

Requires the nurse to look at the uniqueness of each patient as an individual and work to preserve patient dignity.

Implementation Planning



July, August 2022	Sept 5, 2022	Sept 22, 2022	Oct, Nov, 2022	Dec 16, 2022	Jan,9 2023	Jan,24 2023	March 31, 2023
Resilience Toolkit Creation	**IRB Exempt Project Letter**	**MU nursing faculty meeting**	**Project Champion A**	**Project Champion A**	**Nursing faculty Lunch and Learn**		**Nursing faculty Dissemination**
Project leaders designed and created toolkit, obtained CD-RISC permission, developed faculty education	Project Exempt, it is not research that involves human subjects, it is a DNP project, approval to proceed	Project leaders provided Lunch & Learn, DNP project education for faculty, binders and toolkit distribution for faculty and students	Dr. Reep-Jarmin collected pre-CD_RISC, implemented toolkit sections weekly, met with Proj. Champions A+B for support, guidance, updates	Completed toolkit material with students, Admin post CD-RISC, collected end-of -semester evaluations provided updates to project leaders	Proj. leaders reviewed the project outcomes, collected the surveys and CD-RISC assessments, planned meeting for March, 31, 2023		Proj. leaders met Proj Champions 1/24 reviewed outcomes, retention data, surveys and CD-RISC Dissemination March, 31, 2023

Toolkit Contents

Connor-Davidson Resilience Scale 25 (CD-RISC-25) ©

For each item, please mark an "x" in the box below that best indicates how much you agree with the following statements as they apply to you over the last month. If a particular situation has not occurred recently, answer according to how you think you would have felt.

		not true at all (0)	rarely true (1)	sometimes true (2)	often true (3)	true nearly all the time (4)
1.	I am able to adapt when changes occur.	☐	☐	☐	☐	☐
2.	I have at least one close and secure relationship that helps me when I am stressed.	☐	☐	☐	☐	☐
3.	When there are no clear solutions to my problems, sometimes fate or God can help.	☐	☐	☐	☐	☐
4.	I can deal with whatever comes my way.	☐	☐	☐	☐	☐
5.	Past successes give me confidence in dealing with new challenges and difficulties.	☐	☐	☐	☐	☐
6.	I try to see the humorous side of things when I am faced with problems.	☐	☐	☐	☐	☐
7.	Having to cope with stress can make me stronger.	☐	☐	☐	☐	☐
8.	I tend to bounce back after illness, injury, or other hardships.	☐	☐	☐	☐	☐
9.	Good or bad, I believe that most things happen for a reason.	☐	☐	☐	☐	☐
10.	I give my best effort no matter what the outcome may be.	☐	☐	☐	☐	☐
11.	I believe I can achieve my goals, even if there are obstacles.	☐	☐	☐	☐	☐
12.	Even when things look hopeless, I don't give up.	☐	☐	☐	☐	☐
13.	During times of stress/crisis, I know where to turn for help.	☐	☐	☐	☐	☐
14.	Under pressure, I stay focused and think clearly.	☐	☐	☐	☐	☐
15.	I prefer to take the lead in solving problems rather than letting others make all the decisions.	☐	☐	☐	☐	☐
16.	I am not easily discouraged by failure.	☐	☐	☐	☐	☐
17.	I think of myself as a strong person when dealing with life's challenges and difficulties.	☐	☐	☐	☐	☐
18.	I can make unpopular or difficult decisions that affect other people, if it is necessary.	☐	☐	☐	☐	☐
19.	I am able to handle unpleasant or painful feelings like sadness, fear, and anger.	☐	☐	☐	☐	☐
20.	In dealing with life's problems, sometimes you have to act on a hunch without knowing why.	☐	☐	☐	☐	☐
21.	I have a strong sense of purpose in life.	☐	☐	☐	☐	☐
22.	I feel in control of my life.	☐	☐	☐	☐	☐
23.	I like challenges.	☐	☐	☐	☐	☐
24.	I work to attain my goals no matter what roadblocks I encounter along the way.	☐	☐	☐	☐	☐
25.	I take pride in my achievements.	☐	☐	☐	☐	☐
	Add up your score for each column	0	+ ___	+ ___	+ ___	+ ___
	Add each of the column totals to obtain CD-RISC score	= _____				

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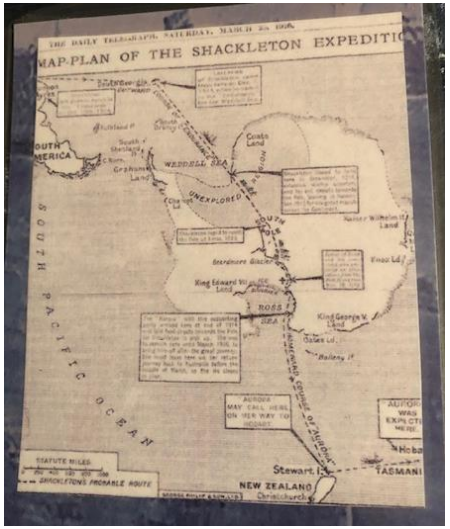
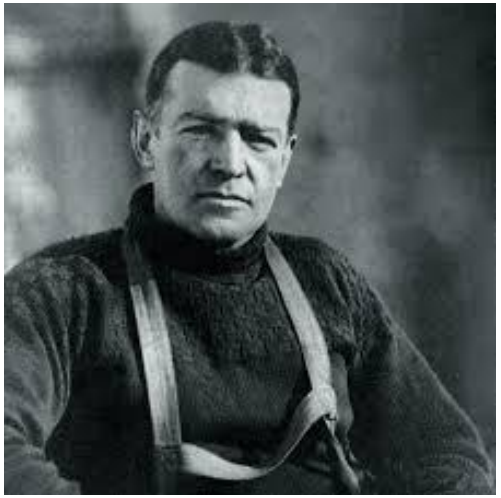


Endurance

Character cannot be developed in ease and quiet. Only through experience of trial and suffering can the soul be strengthened, ambition inspired, and success achieved.
~HELEN KELLER
SleepingAngel.com



Ernest Shackleton- Leadership Mentor

Project Outcomes

1. Resource Packet for Nursing Faculty-Sept 2022
2. Provide CD-RISC Assessment for pre & post semester scores (Connor-Davidson,2003)

- ❑ Faculty completion rate pre & post = 12 %

- ❑ Student completion rate pre & post = 96%
  (Student Resilience Scores increased an average of over 17% statistically significant)

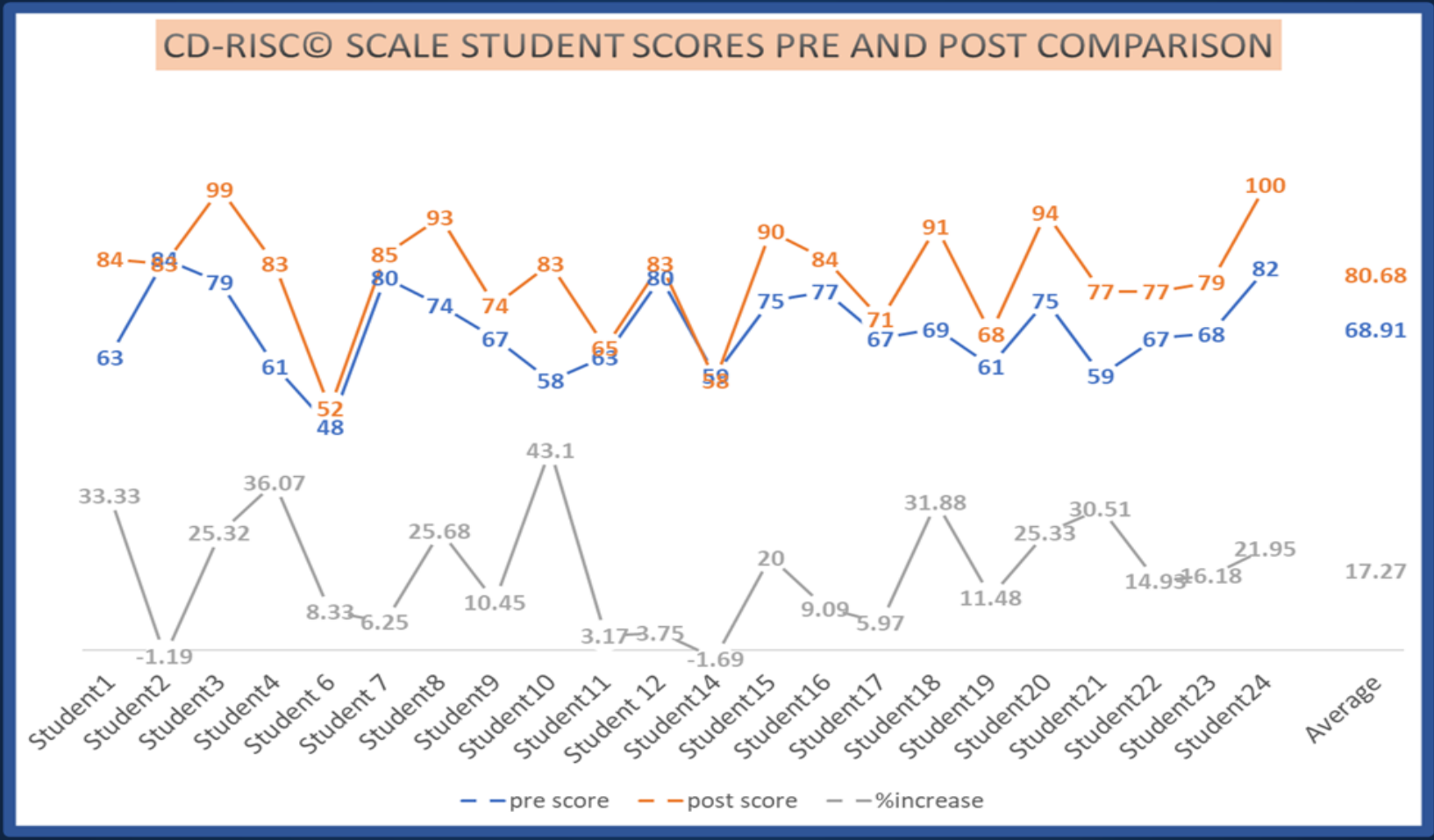
3. Resilience toolkit was well received

4. The retention/attrition rate was assessed

5. The End-of-Semester Survey results

Project Evaluation

CD-RISC resilience self-assessment scores beginning and end of semester quantitative data



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Statistical Significance CD-RISC Scores

Table 8 Student CD-RISC© Scores Paired t-test.

Paired t-test

	N	Mean	Std. Deviation	P value (Confidence Interval 0.05)
prescore	22	68.91	9.44	
post score	22	80.68	12.33	<0.001

There was a mean (±SD) improvement of 11.77±8.44.

The mean (±SD) % change was an improvement of 17.43±13.02. Two students (9.5%) did worse, the other 19 (90.5%) did better, with changes ranging from -1.7% to 43.1%.

Qualitative Data: Student Responses

"Name three things I learned"

1. "I learned how to work on problem-solving"
2. "I learned better planning to reach my goals"
3. "I'm stronger than I think"
4. " I have to believe in myself"
5. "I have learned strategies that work best for me"
6. "I am a big work in progress"
7. "Resilience is like a roller coaster- lots of ups and downs"
8. "Failure is just the beginning to do better"
9. "Forgive myself for mistakes"
10. "I feel better about my confidence"

Student Response: The Essence of Caring

End of Semester Survey Questions with the Most Meaning

Question 4. How have your desires to be a nurse changed over the use of this toolkit?

"I have changed desires as now I know more of why I want to be a nurse and ways to help me get there"

Question 5. In the book "What do you with a Problem" the significant message is that in each problem there is an opportunity. What opportunity have you found within the problems you have had this semester?

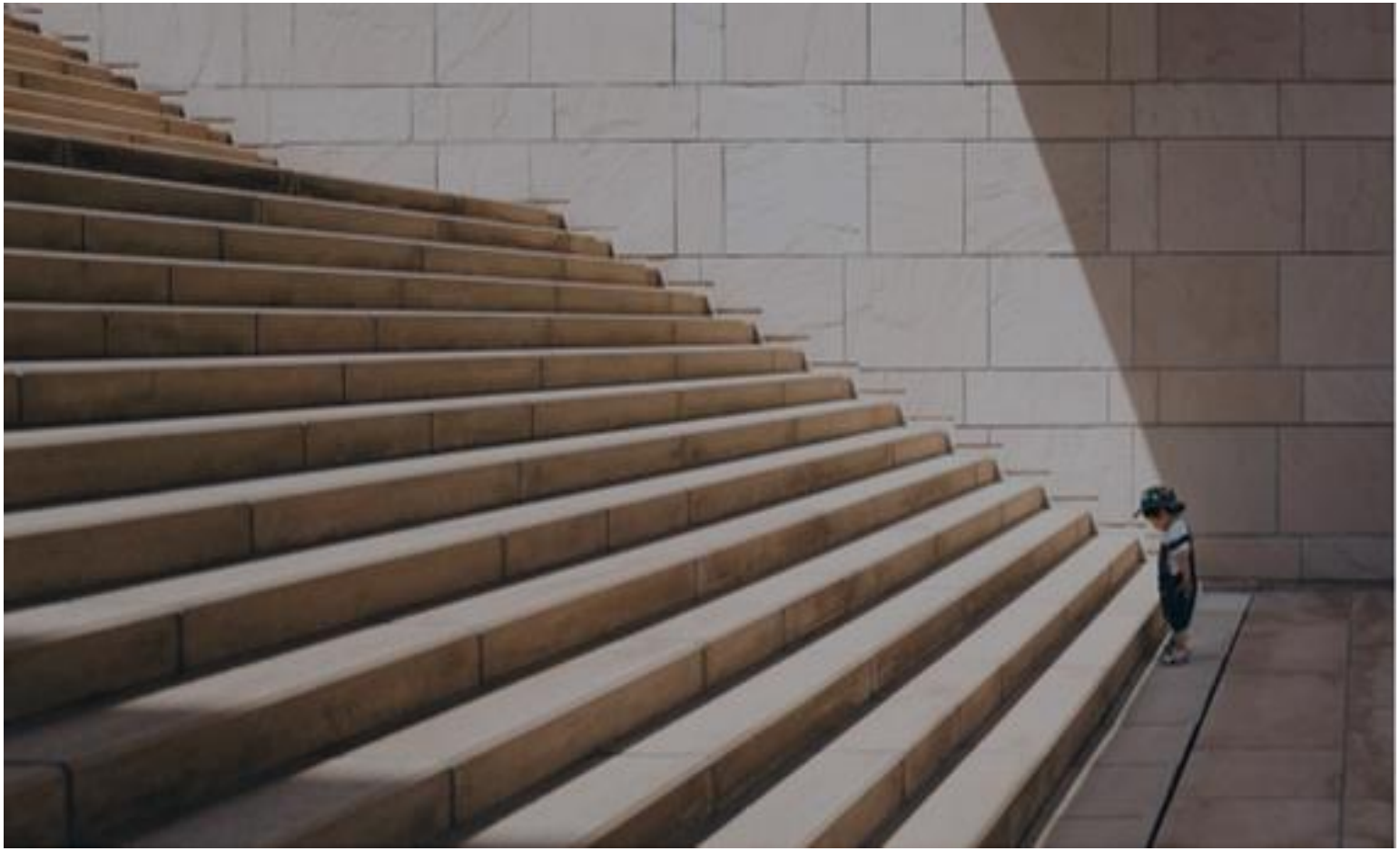
"You have more opportunity to learn when you have problems"

Retention/Attrition Rate

Table 9 MU attrition data for the previous six years after fall/spring first-semesters.

Year	Students Still in the Program after both First Semesters	Retention Rate After both First Semesters	Attrition Rate After both First Semesters
2017	35/38 students	92.11%	7.89%
2018	39/43 students	90.69%	9.31%
2019	43/47 students	91.48%	8.52%
2020	37/38 students	97.36%	2.64%
2021	37/46 students	80.43%	19.57%
2022	43/45 students	95.56%	4.44 %
Fall 2022 Implementation of DNP project			
***2023 (Fall 2022 first semester DNP project cohort)**	**23/23 students completed semester 1 and are currently in semester 2**	**100 %**	**0% loss after semester 1 for the first time in 6 years**

A Journey of A Thousand Miles Begins with a Single Step

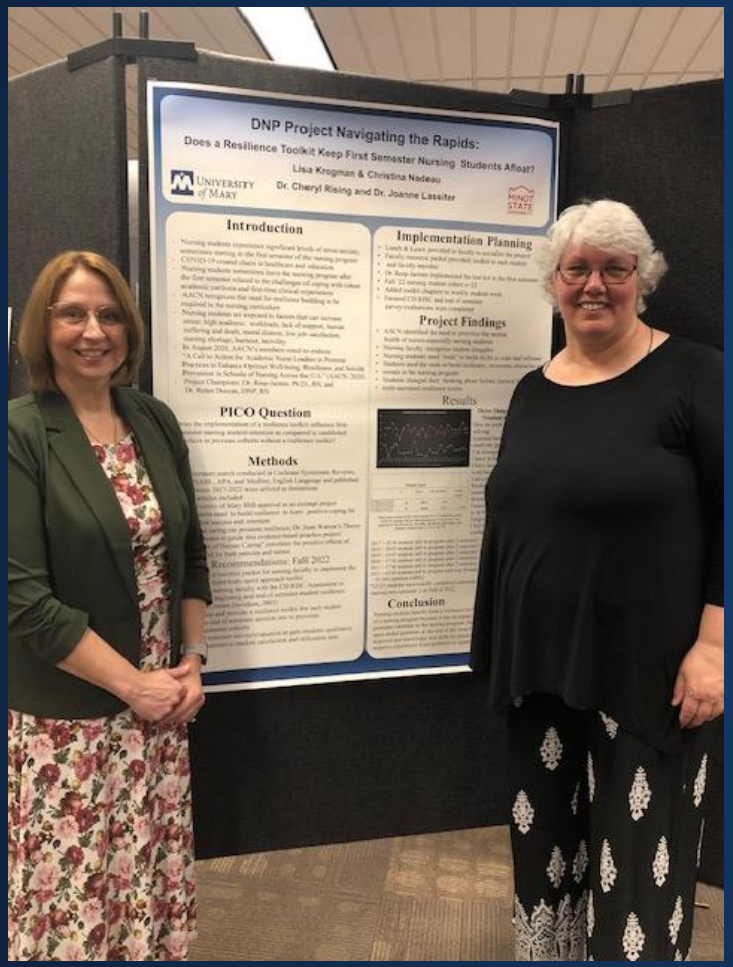


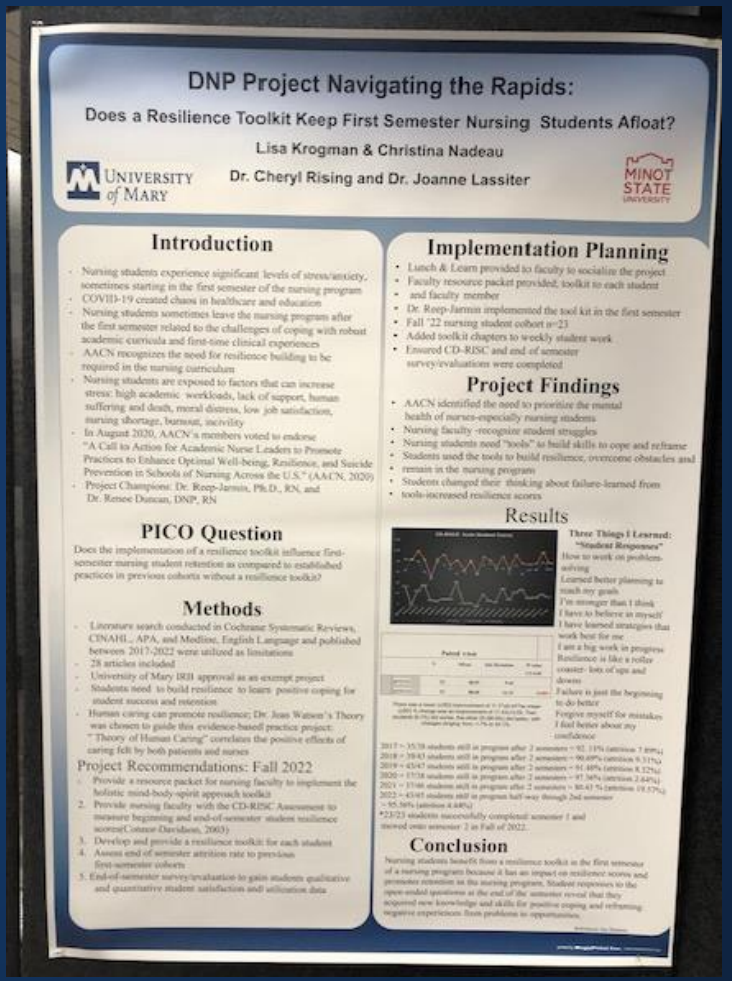
The DNP project outcomes exceeded our expectations!

Ultimate Cost

Project Outcomes

Poster Presentation Minot State University
April 27, 2023





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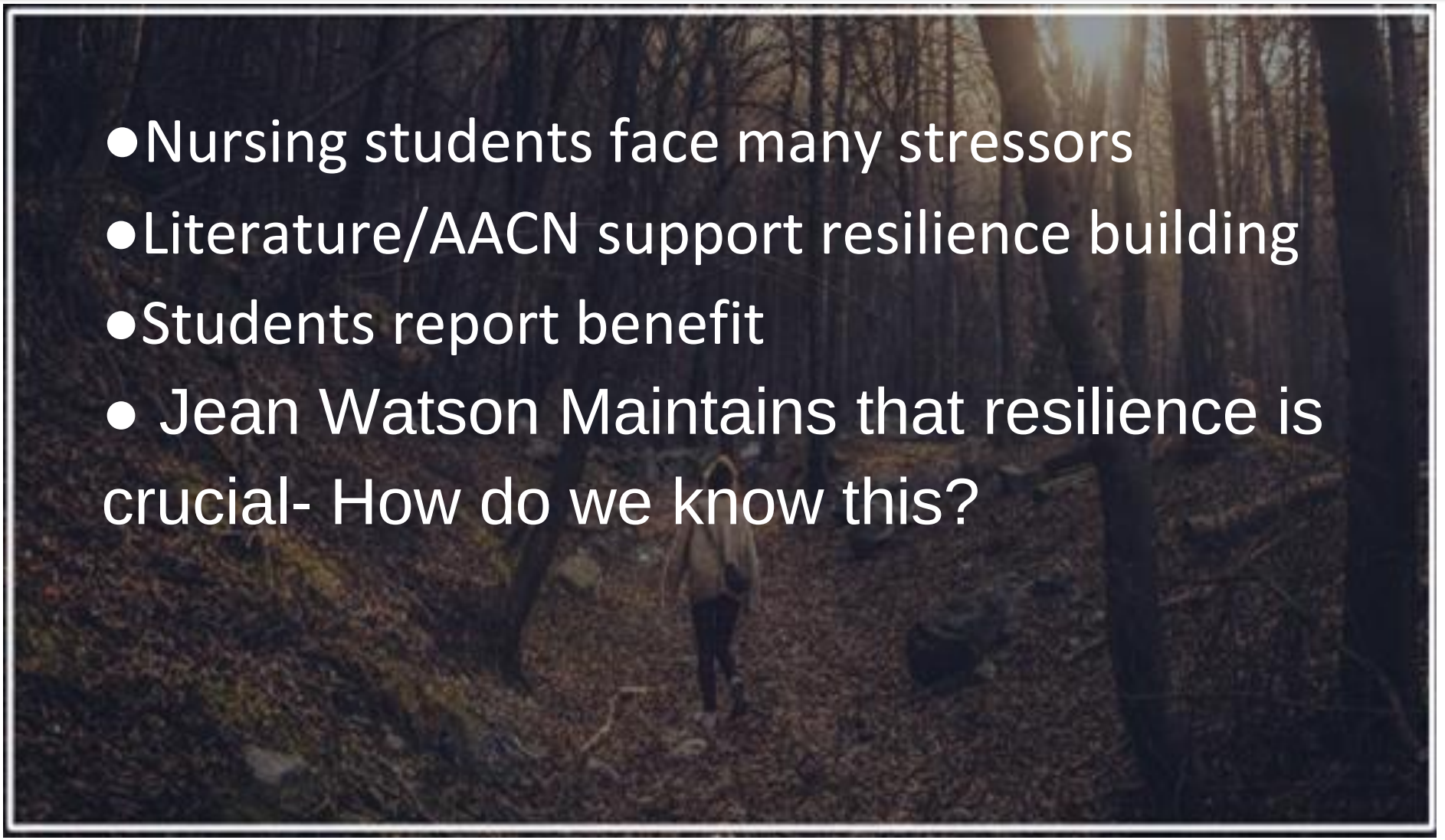
Conclusion



- Nursing students face many stressors
- Literature/AACN support resilience building
- Students report benefit
- Jean Watson Maintains that resilience is crucial- How do we know this?

Dr. Krogman and Dr. Jean Watson!!

She told us!!

Morbidity and Mortality Weekly Report

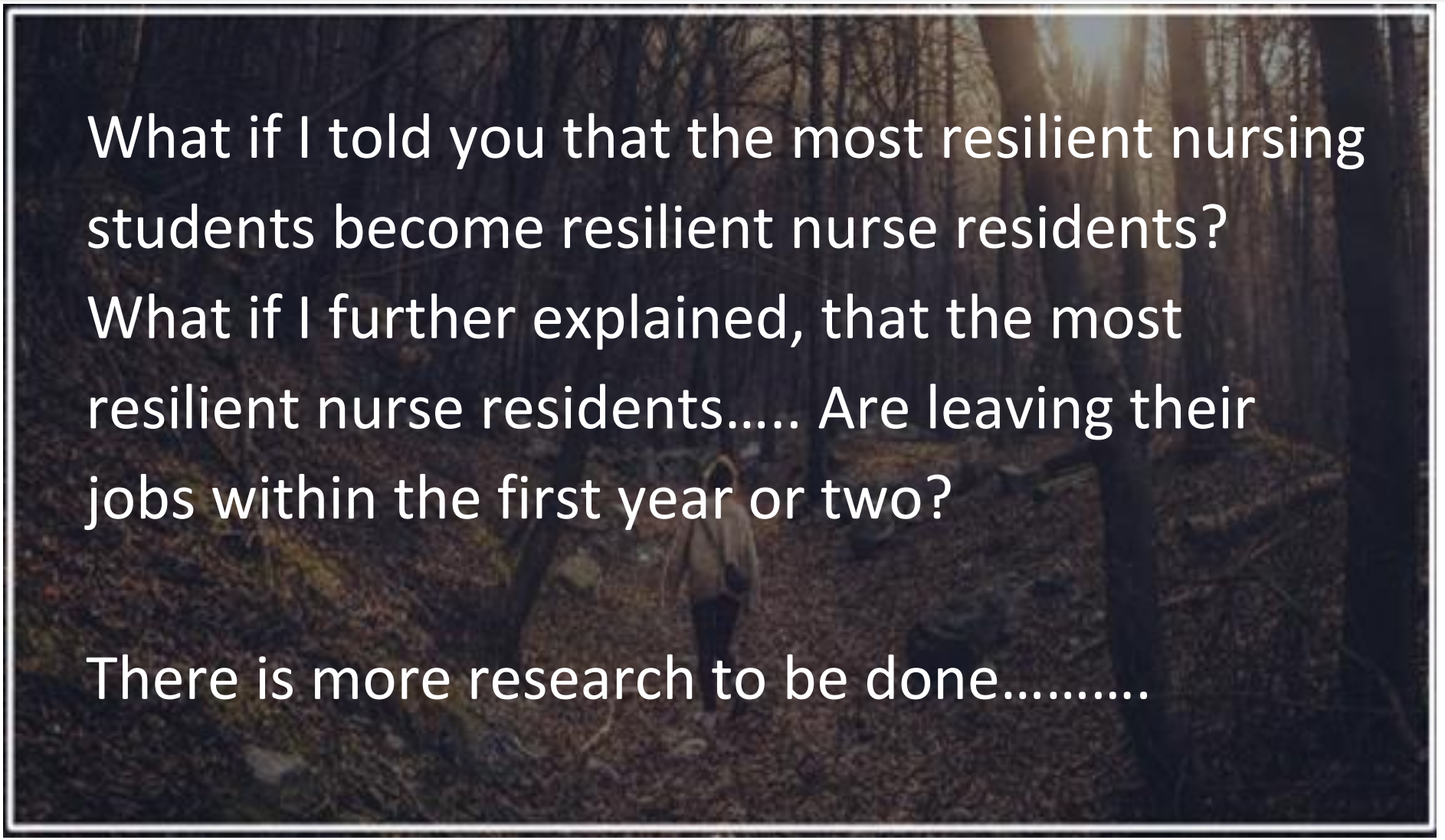
"Health workers continued to face a mental health crisis in 2022.

Health worker respondents to the General Social Survey Quality of Worklife Module reported more days of poor mental health and were more likely to report burnout in 2022 than in 2018 (nearly 46% of U.S. Health workers report burnout

Healthcare workers	2018	2022
Reporting burnout	11.6%	19.0%
Look for a new job	11.1%	16.5%
Feeling harassed	6.4%	13.4%
Trusting Management	28.8%	21.1%
Feel like workplace conditions support productivity	30.4%	16.2%
Healthcare workers experienced more days of poor mental health in 2022 than in 2018 (self- reported and small study, but it matters…. And we are seeing it)		

http://dx.doi.org/10.15585/mmwr.mm7244e1

The Journey Continues...



What if I told you that the most resilient nursing students become resilient nurse residents? What if I further explained, that the most resilient nurse residents….. Are leaving their jobs within the first year or two?

There is more research to be done…….

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