



University of Mary

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

Joint Chapter Symposium

November 4, 2023

Christina A. Nadeau, DNP, RN, OCN, CHPN



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University of Mary

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

NUR940 DNP Project & Nursing Scholarship

Lisa M. Krogman & Christina A. Nadeau

Project Chair:

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

Faculty Consultant:

Dr. Joanne Lassiter, EdD, MSN, RN



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The University of Mary- Bismarck North Dakota



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



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

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)

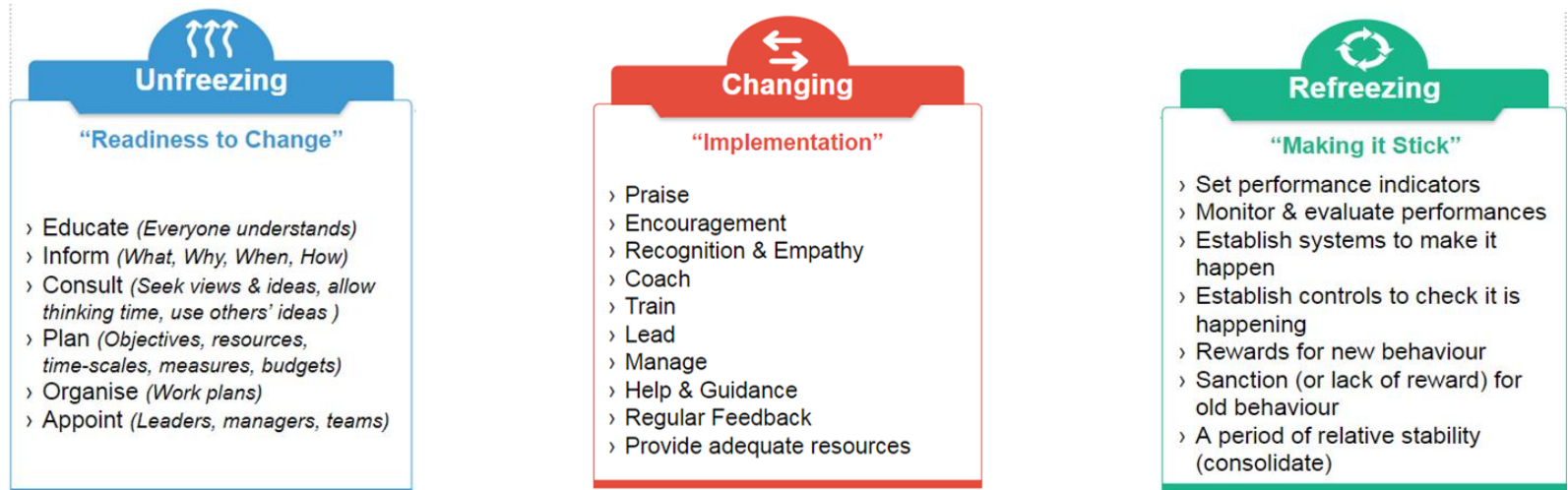
Requires the nurse to look at the uniqueness of each patient as an individual and work to preserve patient dignity.



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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

Project leaders designed and created toolkit, obtained CD-RISC permission, developed faculty education

IRB Exempt Project Letter

Project Exempt, it is not research that involves human subjects, it is a DNP project, approval to proceed

MU nursing faculty meeting

Project leaders provided Lunch & Learn, DNP project education for faculty, binders and toolkit distribution for faculty and students

Project Champion A

Dr. Reep-Jarmin collected pre-CD_RISC, implemented toolkit sections weekly, met with Proj. Champions A+B for support, guidance, updates

Project Champion A

Completed toolkit material with students, Admin post CD-RISC, collected end-of-semester evaluations provided updates to project leaders

Nursing faculty Lunch and Learn

Proj. leaders reviewed the project outcomes, collected the surveys and CD-RISC assessments, planned meeting for March, 31, 2023

Nursing faculty Dissemination

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.

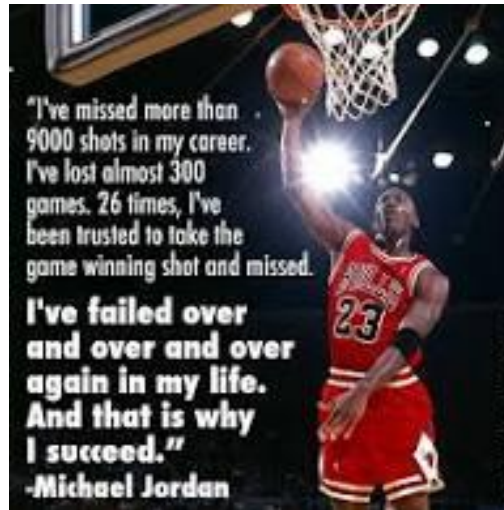
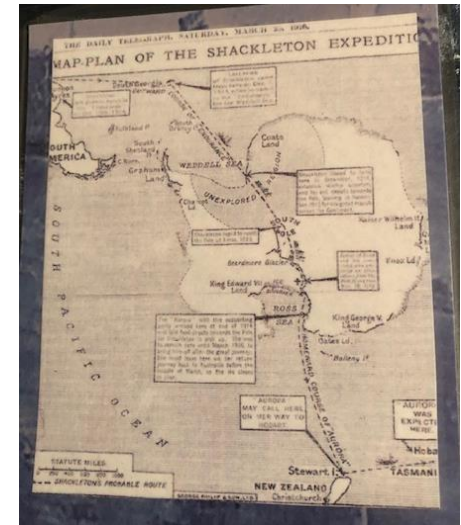
	not true at all (0)	rarely true (1)	sometimes true (2)	often true (3)	true nearly all the time (4)
1. I am able to adapt when changes occur.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I have at least one close and secure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

Add up your score for each column 0 + ____ + ____ + ____ + ____

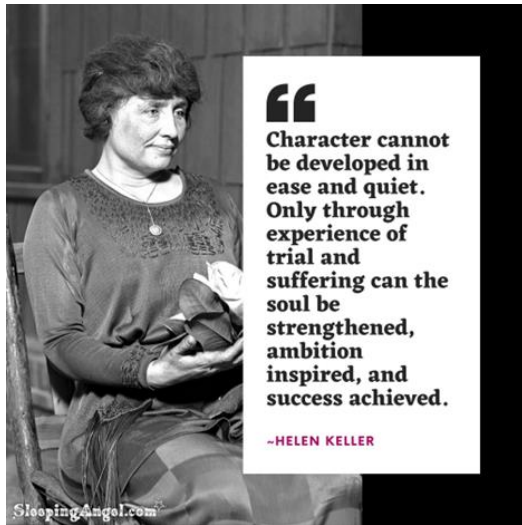
Add each of the column totals to obtain CD-RISC score = ____

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Endurance



Ernest Shackleton- Leadership Mentor



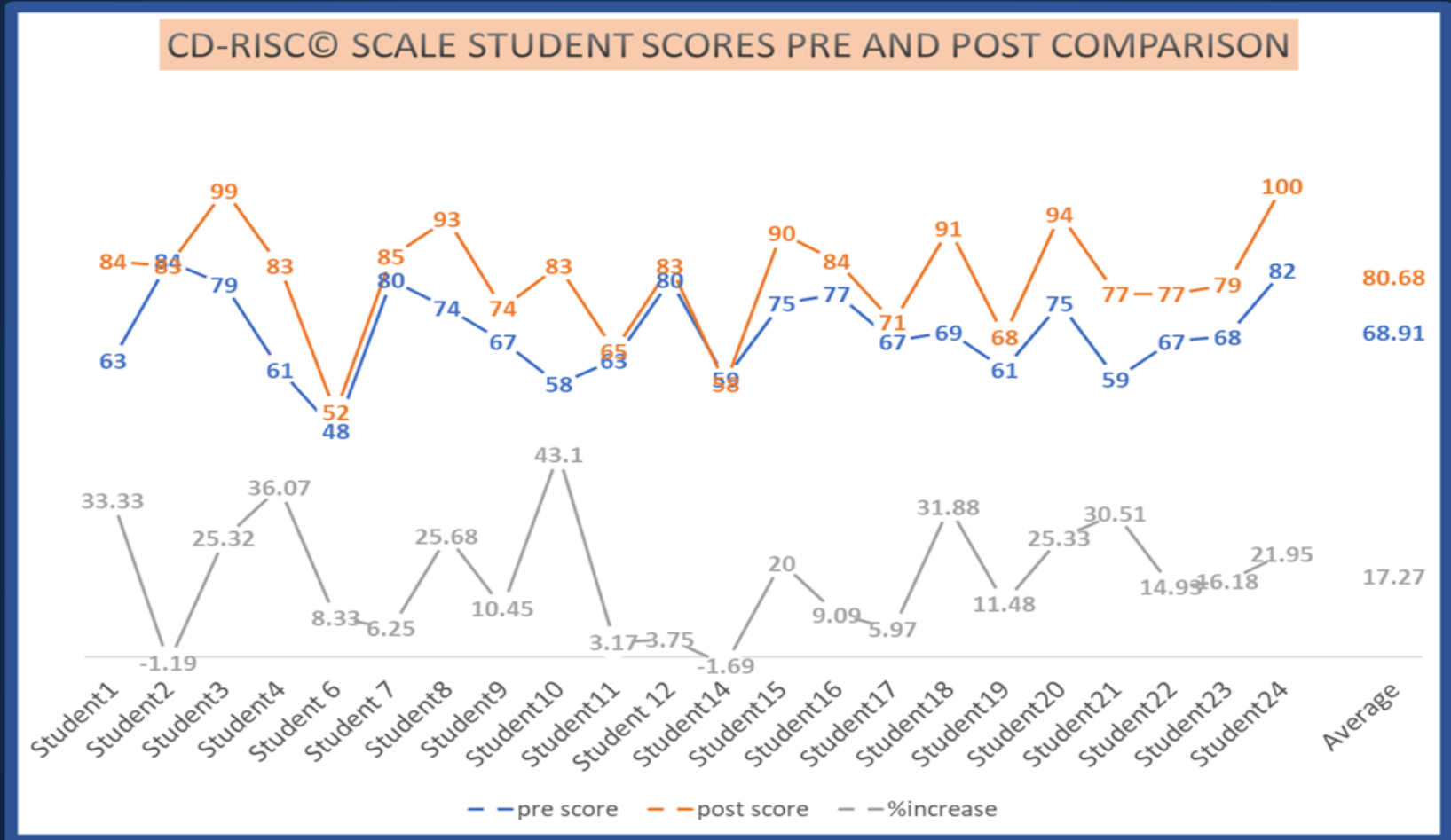
Project Outcomes

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 (\pm SD) improvement of 11.77 ± 8.44 .

The mean (\pm 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

An important non-tangible cost is the loss of the nursing students that leave the profession.



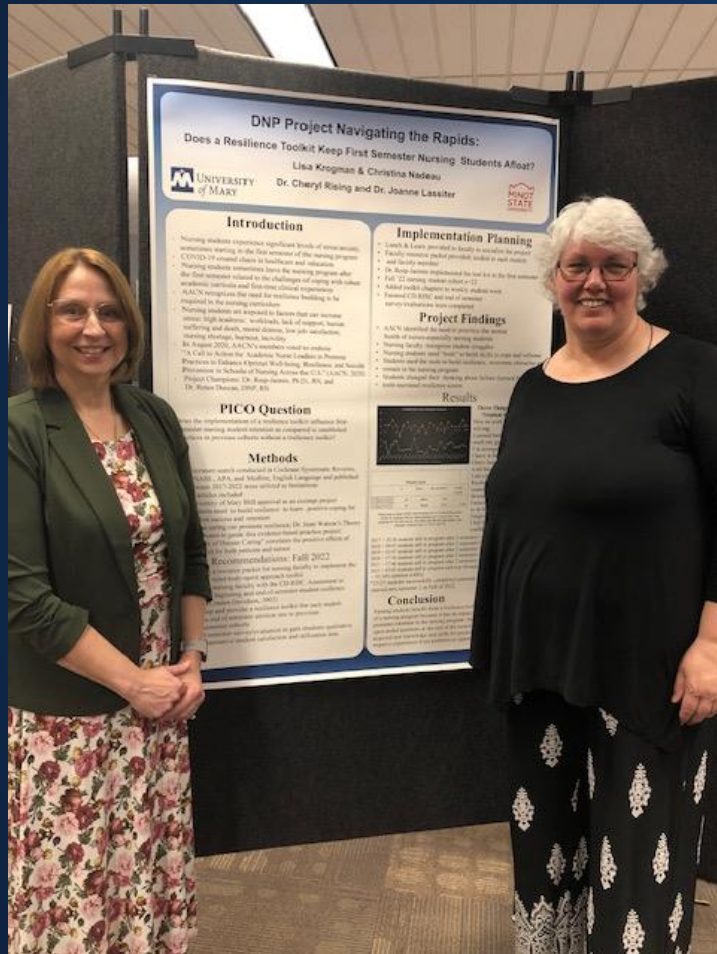
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Project Outcomes

Poster Presentation Minot State University

April 27, 2023



DNP Project Navigating the Rapids:

Does a Resilience Toolkit Keep First Semester Nursing Students Afloat?

Lisa Krogman & Christina Nadeau
Dr. Cheryl Rising and Dr. Joanne Lassiter

Introduction

Nursing students experience significant levels of stress/anxiety, sometimes starting in the first semester of the nursing program. COVID-19 created chaos in healthcare and education. Nursing students sometimes leave the nursing program after the first semester related to the challenges of coping with robust academic curricula and first-time clinical experiences. AACN recognizes that the need for resilience building is required in the nursing curriculum.

Nursing students are exposed to factors that can increase stress: high academic workload, lack of support, human suffering and death, moral distress, low job satisfaction, nursing shortage, burnout, isolation.

In August 2020, AACN's members voted to endorse "A Call to Action for Academic Nurse Leaders to Promote Practices to Enhance Optimal Well-being, Resilience, and Suicide Prevention in Schools of Nursing Across the U.S." (AACN, 2020).

Project Champions: Dr. Reep-Jarmin, Ph.D., RN, and Dr. Renee Duncan, DNP, RN

PICO Question

Does the implementation of a resilience toolkit influence first-semester nursing student retention as compared to established practices in previous cohorts without a resilience toolkit?

Methods

Literature search conducted in CINAHL, APA, and Medline, English Language and published between 2017-2022 were utilized as limitations.

28 articles included.

University of Mary IRB approval as an exempt project.

Students need to build resilience to learn positive coping for student success and retention.

Human caring can promote resilience; Dr. Jean Watson's Theory was chosen to guide this evidence-based practice project.

"Theory of Human Caring" correlates the positive effects of caring felt by both patients and nurses.

Project Recommendations: Fall 2022

- Provide a resource packet for nursing faculty to implement the holistic mind-body-spirit approach toolkit.
- Provide nursing faculty with the CD-RISC Assessment to measure beginning and end-of-semester student resilience scores (Conover Davidson, 2003).
- Develop and provide a resilience toolkit for each student.
- Assess end-of-semester retention rate to previous first-semester cohorts.
- End-of-semester survey/evaluation to gain students qualitative and quantitative student satisfaction and utilization data.

Conclusion

Nursing students benefit from a resilience toolkit in the first semester of a nursing program because it has an impact on resilience scores and promotes retention in the nursing program. Student responses to the open-ended questions at the end of the semester reveal that they acquired new knowledge and skills for positive coping and reframing negative experiences from problems to opportunities.


Implementation Planning

- Lunch & Learn provided to faculty to socialize the project.
- Faculty resource packet provided; toolkit to each student and faculty member.
- Dr. Reep-Jarmin implemented the tool kit in the first semester.
- Fall '22 nursing student cohort n=23.
- Added toolkit chapters to weekly student work.
- Ensured CD-RISC and end-of-semester survey/evaluations were completed.

Project Findings

- AACN identified the need to prioritize the mental health of nurses-especially nursing students.
- Nursing faculty recognize student struggles.
- Nursing students need "tools" to build skills to cope and reframe.
- Students used the tools to build resilience, overcome obstacles and remain in the nursing program.
- Students changed their thinking about failure-learned from tools-increased resilience scores.

Results



Three Things I Learned:

"Student Biogenesis"

How to work on problem-solving

Learned better planning to reach my goals

I'm stronger than I think I have to believe in myself

I have learned strategies that work best for me

I am a big work in progress

Resilience is like a roller coaster- lots of ups and downs

Failure is just the beginning

We do better

Forgive myself for mistakes

I feel better about my condition!

Cohort	Pre-Test	Post-Test	Mean	SD
2017	15/38	15/38	15.0	3.0
2018	15/38	15/38	15.0	3.0
2019	15/38	15/38	15.0	3.0
2020	15/38	15/38	15.0	3.0
2021	15/38	15/38	15.0	3.0
2022	15/38	15/38	15.0	3.0

Conclusion

Nursing students benefit from a resilience toolkit in the first semester of a nursing program because it has an impact on resilience scores and promotes retention in the nursing program. Student responses to the open-ended questions at the end of the semester reveal that they acquired new knowledge and skills for positive coping and reframing negative experiences from problems to opportunities.

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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