New Graduate Nurse Transition: Building Bench Strength at a Vulnerable Time

Jacalyn Buck, PhD, RN
jacalyn.buck@osumc.edu
(614) 293-4371

David P. Hrabe, PhD, RN
hrabe.1@osu.edu
614.398.6607
Objectives

• Discuss facets of a robust new graduate residency program in a large medical center.
• Describe the nurse athlete program with expected outcomes for new graduate adjustment to their first position as a registered nurse.
New Graduate Nurse Transition

• Transition to the new work environment is stressful for the new graduate nurse

• Reality Shock (Kramer, 1974)
  – Transition period (4 phases)
    • honeymoon, shock, recovery, resolution
  – Role Stress
    • Lack of confidence, limited clinical practice, role ambiguity, role overload, differences in expectations and values learned as students and the realities encountered as graduate nurses
New Graduate Nurse Transition
Nurse Residency Program

• 2002 - First Nurse Residency Program
• Professional development program
  – 1 year program
  – Emphasizes the development of clinical and professional leadership skills
  – Curriculum is evidence based
  – Monthly Seminars

• OSUWMC
  – Initiated 2005
“HANA” at OSU

Health Athlete
Discover the power of full engagement

Nurse Athlete
Discover the power of full engagement
Nurse Athlete: Energy Management

- Ultimate and Training Missions
- Facing the truth
- Old Story
- New Story
- Supporting Rituals
- Accountability Tools
Nurse Athlete: Nutrition

- Strategic Eating
- ELEO
- Want vs Need Foods
- Strategic Snacking
- Portion Distortion
Nurse Athlete: Movement

- Strategic Movement
- Strategic Recovery
- Fatigue Countermeasures
Research Study: 2 years

- 61 Participants
- NA Intervention
- Biomarkers
- Psychosocial Instruments
New Graduate Nurse Transition: Building Bench Strength at a Vulnerable Time

Jacalyn Buck, PhD, RN  
jacalyn.buck@osumc.edu  
(614) 293-4371

David P. Hrabe, PhD, RN  
hrabe.1@osu.edu  
614.398.6607