Don't Miss A Beat: Creating a Multi-Campus Basic Arrhythmia Course at an Academic Medical Center

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Objectives

• To explain the impact of culture on the collegiality among the CNS/CNE group
• To describe how a comprehensive Basic Arrhythmia Course was developed
• To discuss challenges associated with merging a multi-campus educational program

Hospital Mergers

Affordable Care Act
Consumerism
Insurance carriers
ACOs

Opportunities
Joint ventures
Healthcare systems
Influence nursing practice

Robert Wood Johnson University Hospital
Somerset  Hamilton  New Brunswick

Culture

• A pattern of shared values, beliefs, and feelings that direct the perception of and the approach to the work that is to be done and affect how it is done
  – Subculture groups
• Blending 3 different cultures

Why?

• The previous process was fragmented
• Lack of strategic planning
• Duplication of resources
• Cost of previous method
Proposed Changes - Negotiations

• A group of Clinical Nurse Educators (CNEs) and Clinical Nurse Specialists (CNSs) from 3 different campuses was formed
  Goal: create a one day Basic Arrhythmia Course (BAC)
• The group chose to adopt one of the campus's established course

Nuts and Bolts

• Central and decentralized education method
• Course content standardized
• Rotating between 3 Campuses
• Standardized 1 hour review offered prior to test
• Test is given at the orientees' home hospital

Challenges

• Course content selection
• RN experience levels
• Diverse teaching styles
• Courier service for course supplies
• IT issues
• Geographical location and distance from each campus
Making it Work

- Telemetry strips added to the PowerPoint presentation
- Ensure that all course content is electronic
- Established a point person on each campus
- Collaboration

Program Benefits

- Live interactive program
- Staff satisfaction
- Establish basic competencies
- Increased collaboration and collegiality

RWJ Barnabas Statistics

- 11 Hospitals - 32,000 employees
- Services offered are:
  - Cardiac surgery
  - Transplant
  - Neurosurgery
  - Pediatrics
  - Oncology
  - Trauma
What's Next?

• Impact of Merger
• Increased number of hospitals
• Larger CNE/CNS group
• BAC content to become standardized
• Decision was made to standardize test among all sites

References


Questions?