

# A Program Evaluation of Satisfaction with a Student Registered Nurse Anesthetist (SRNA) Orientation Program

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## Background

Tampa General Hospital is a large, level-one trauma center that facilitates training SRNAs. In August 2017, TeamHealth Anesthesia discovered dissatisfaction among CRNA preceptors and among SRNAs regarding their clinical experience. An investigation revealed a root cause as unclear expectations and variability between preceptors.

- A team of CRNAs and MDAs redesigned the SRNA Orientation Program with practice guidelines and clinical policies.
- The SRNAs and CRNAs received an email containing orientation materials and a request to review all program contents.
- The SRNA Orientation Program launched in October 2017.

## Problem

The SRNA Orientation Program lacked an evaluation process to determine if satisfaction scores were affected by the program. The evaluation sought to discover:

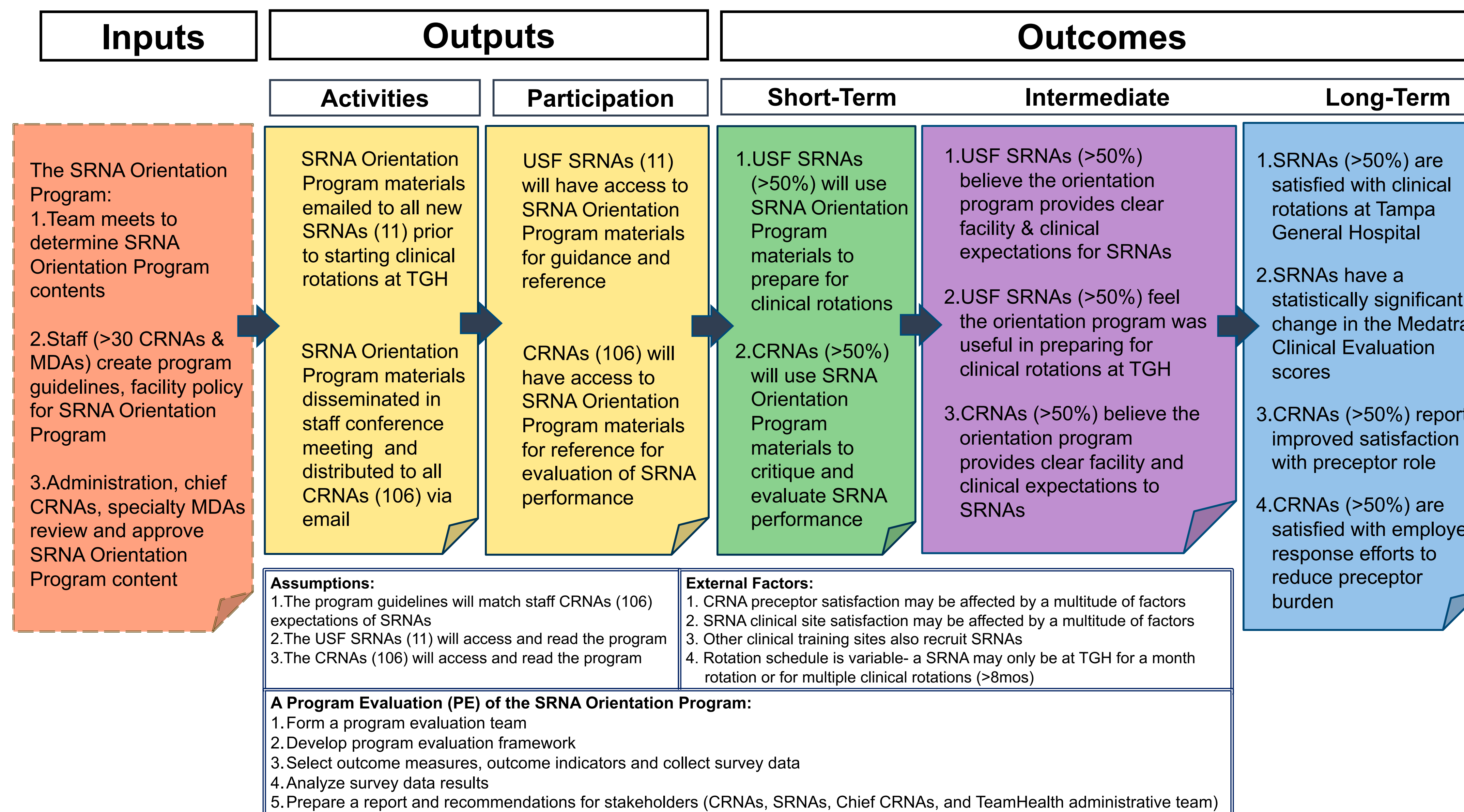
*Does the TGH SRNA Orientation Program:*  
 (a) improve CRNA satisfaction with precepting SRNAs;  
 (b) set clear expectations for SRNAs with improved sense of preparedness and satisfaction with clinical rotations at TGH?

## Population & Samples

The populations of interest included surveying two convenience samples (CRNA preceptors, USF SRNAs in clinical rotation) at TGH.

- Survey invitations sent to 106 CRNAs with participation instructions for an anonymous online survey. The completion rate was n=25.
- In the Spring of 2018, USF SRNAs received survey invitations. The completion rate was 73% among the SRNAs (n=8).
- The USF Nurse Anesthesia Program uses Medatrx Student Evaluation of Clinical surveys to evaluate clinical sites.
  - The USF SRNA Medatrx scores prior to the orientation program (n=14) and post-orientation program (n=7) were compared as independent, unmatched samples.

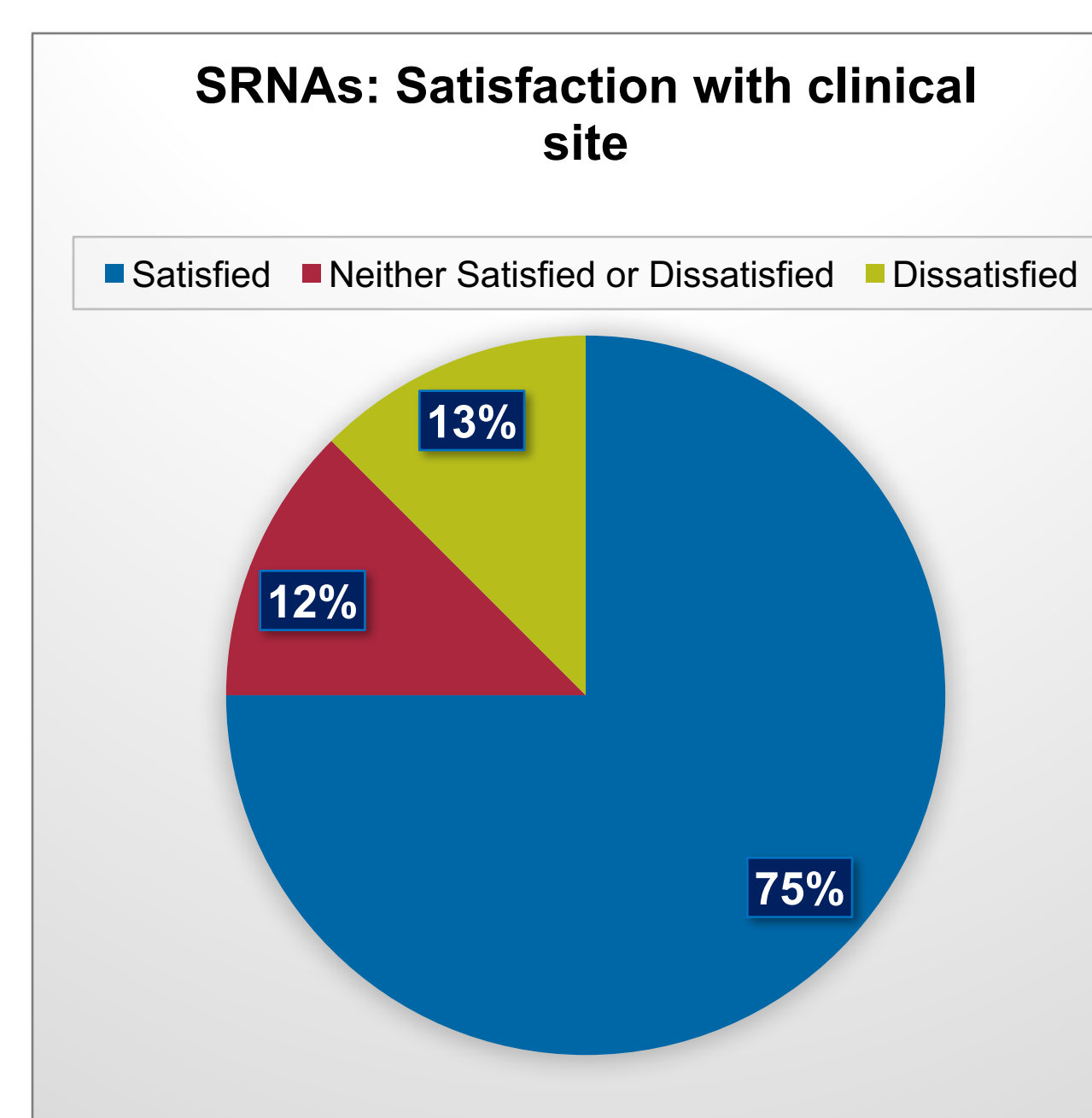
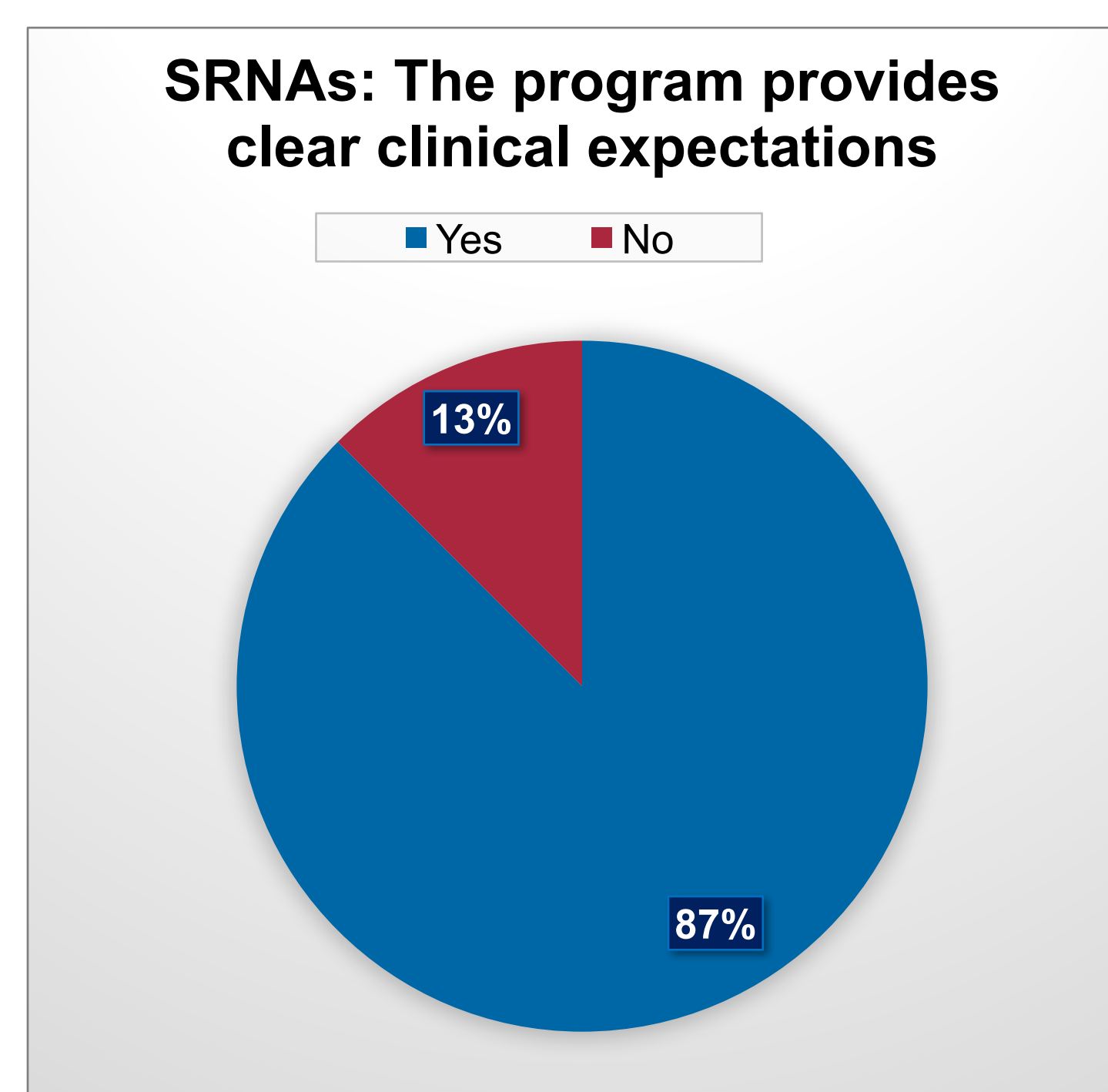
## Program Evaluation



## Data Analysis

**Qualtrics Survey Data.** Descriptive statistics analyzed average frequency of program use. The results were numerically coded and categorized. In Microsoft Excel, the formula functions were used to calculate categories and transform the data into pie charts.

**Medatrx survey data.** The responses were entered into "Citrix SPSS Statistics 24" and numerically coded. A Mann-Whitney U test was run to compare SRNA scores before and after the new orientation program was launched at TGH.



## Results

### Short-term outcomes- Metrics met

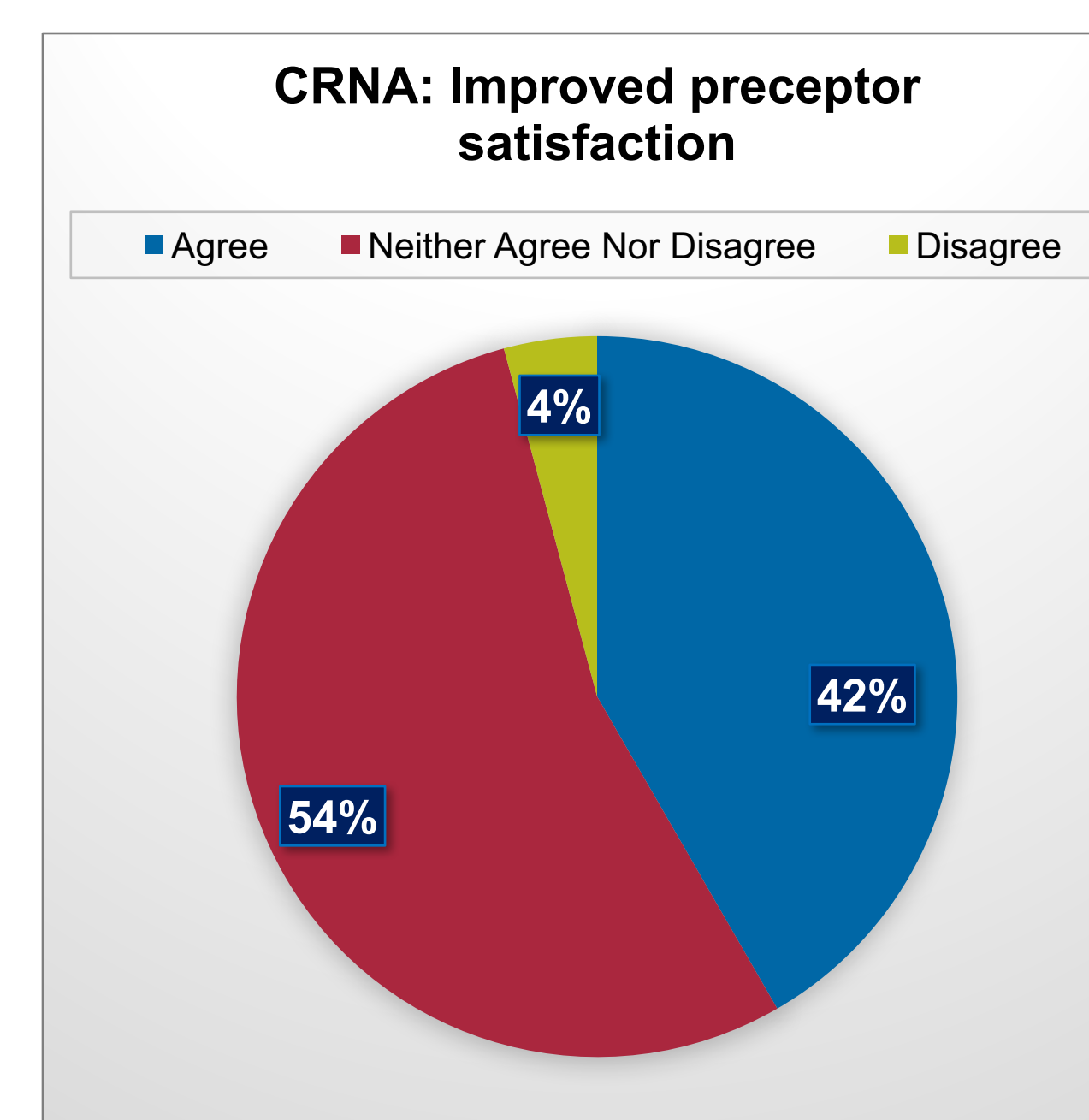
- SRNAs (87.5%) use the program to prepare
- CRNAs (54%) use the program to evaluate SRNAs

### Intermediate outcomes- Metrics met

- SRNAs (>87%) reported clear expectations were provided and useful in preparing for cases
- CRNAs (>75%) indicated expectations were clear

### Long-term outcomes- Not all metrics met

- No significant change (p=.574) in Medatrx scores
- SRNAs (75%) reported program **satisfaction**
- CRNAs **remain neutral** with preceptor satisfaction and indicate 52% satisfaction with employer action



## Recommendations

**Provide Preceptors with information.** CRNAs (84%) desire information on precepting. A future opportunity for creation of preceptor educational program and training workshop was noted.

**Mentorship program for students.** A strong positive desire for a formal mentor program was indicated from both populations (>80%).

**Annual program evaluation and updates.** The program team should set annual goals, discuss evaluation results and update content to ensure it remains current to the practice.

## Discussion

The program evaluation revealed seven of the nine outcome goals were met and the problem question was answered.

- Evaluation limitations include potential for self-selection bias, the absence of baseline satisfaction data and a small sample size that limits the generalization.
- The program outcomes that were met included providing clear expectations, usefulness in case preparation and SRNA satisfaction with clinical rotations at TGH.
- The Medatrx scores were unchanged despite high reported satisfaction with clinical at TGH.
- The program did not meet the metric goal for preceptor satisfaction, but it created a substantial positive impact.

The involvement of staff in addressing issues, creating change and working toward a shared goal may contribute to workplace pride and professional fulfillment. This type of workplace initiative may contribute to long-term recruitment and retention of staff for TeamHealth Anesthesia.

## Acknowledgements

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