

# “On the CUSP of Greatness: Graduate Nurses as Leaders for Patient Safety”



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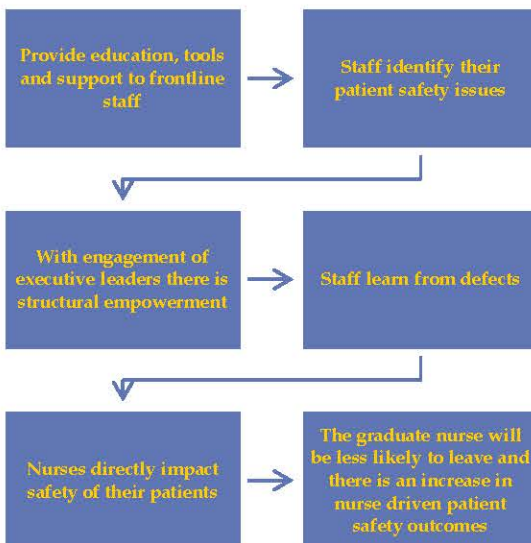


## ABSTRACT

Studies have shown that positive patient outcomes can be directly related back to nursing care. Supporting practice environments have been linked to:

- Increased RN engagement
- Improved structural empowerment
- Decreased turnover

Researchers at Johns Hopkins Institute have developed a five-step program that not only addresses patient safety, but also the engagement of staff on the unit called **Comprehensive Unit-Based Safety Program (CUSP)**. CUSP is a structured connection between patient safety and safety culture. **WVU Medicine** has adopted this program and it has been incorporated into the Nurse Residency Program as a tool for engagement and retention.



## AIM

Increase engagement of graduate nurses in the culture of safety thus increasing retention rates

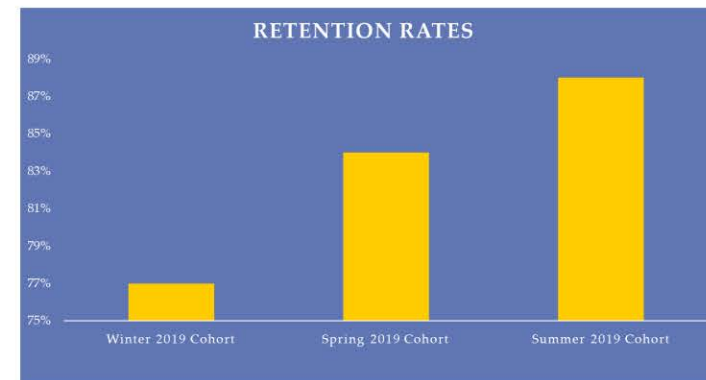
## METHODS

- CUSP was integrated into every aspect of the Transition To Practice (TTP) program
- CUSP was first introduced at the cohort’s program Kick-Off and then presented in-depth at the first workshop by the hospital’s CUSP Project Manager
- Each nurse resident was required to attend at least 4 CUSP meetings on their unit
- During each workshop, time was given for the nurse resident to meet with participants from other units to discuss what patient safety issues each unit was undertaking
- Nurse residents were able to share what solutions had been found, the successes of each team and share ideas to take back to their own CUSP team
- CUSP projects have been a part of the evidence-based practice project requirement for the TTP Program
- Nurse residents are then required to share projects and quality outcomes at the program’s graduation

## KEY FINDINGS

- Nurse residents are reporting a sense of empowerment and engagement on their units
- Leadership is stating that the nurse residents are actively participating during the CUSP meetings and bringing new ideas and solutions to problems
- This engagement is linked to the exposure to new evidence-based practice seen in educational programs and varied clinical experiences

## RESULTS



## RECOMMENDATIONS & IMPLICATIONS

- By incorporating the CUSP program into the TTP program, nurse residents have felt engaged within the organization to make changes that affect patient care
- Retention rates have increased

## LIMITATIONS

- Not every unit in the organization had participated in CUSP at the time of the results
- Children’s Hospital already has a well established Quality Patient Safety Program

## REFERENCES

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