# Developing TEAMWORK & COLLABORATION in Baccalaureate Nursing Students: Examining Strategies Across Curriculum

**By:** Allison A. Maloney PhD RN

## Introduction & Background

The Institute of Medicine (IOM), (IOM, 2016) has called upon nurses to serve as leaders for the future of healthcare. Recognizing that poor communication among health care team members contributes to medical errors, the IOM(2016) maintains that nurse educator’s should prepare graduates that are ready to function in teams upon graduation.

Although there is literature that identifies strategies to develop the QSEN pre-licensure teamwork and collaboration competencies, it has been predominately limited to isolated courses.

The purpose of this study was to identify the concepts and strategies across traditional baccalaureate curriculum that facilitate the development of these competencies from the time a student begins college until they graduate.

Evidence-based education challenges nurse educators to plan, implement, evaluate, and revise curriculum that meet not only accreditation standards but prepare graduates for practice based on sound principles and pedagogy.

## Research Questions

1. What are the concepts and strategies that facilitate the development of the QSEN pre-licensure KSAs competencies for teamwork and collaboration?
2. What are the facilitators and barriers to implementation of the concepts and strategies to develop the QSEN pre-licensure KSAs competencies for teamwork and collaboration?
3. What do experts in nursing education agree upon as priority concepts to include in undergraduate baccalaureate nursing curriculum to develop the QSEN pre-licensure KSAs competencies for teamwork and collaboration?
4. What do experts in nursing education agree upon as being facilitators and barriers to developing the QSEN pre-licensure KSAs competencies for teamwork and collaboration?

## Methodology & Nature of Questions

**E-Delphi Technique (3 Rounds)**

- (Consensus among recruited nurse educators regarding developing the QSEN pre-licensure competencies for TEAMWORK & COLLABORATION)
- Events & experiences prior to taking first nursing course
- Concepts & Strategies in 3 areas across entire BSN curriculum
  - Classroom
  - Clinical
  - Learning Lab
- Facilitators & Barriers
- Impact of Affordable Health Care Act & Technology on how we facilitate developing these QSEN competencies

## Analysis

**Qualitative & Quantitative Analysis**

Consensus Level of 70%

### Themes:
- **Content/Process**
- Professionalism/Curricular
- Attitudes (Student, Faculty, Administrators)
- Activities (Course & Extracurricular)
- Freshmen Year Experience
- Administrative/Finances
- Access/Opportunity
- Faculty/Technology
- Student attributes
- Approaches to Care

## Synopsis of Results

(Experts agreed on a total of 64 items)

**Prior to Nursing Courses:**
- Clubs & Activities/Cohorts/Freshman Experience/Team Building/Study Groups/Group Projects

**Content Areas:**
- QSEN/Ethics/Communication/Group Process/Ethics/Team/STEPPS/Healthcare
- team/Leadership & management/Conflict Resolution
- Professionalism/ Collaboration/ Working with healthcare team/ Sharing assignments/Collaboration/Flexibility/Shift report/evaluations with QSEN as expectations/Reflection/Simulation with multiple choices & priorities/Team/STEPPS

**Strategies:**
- Case Studies/Group Activities/QSEN/Role Playing/ IPE Simulation/Reflection/Discussion/Giving report/SBAR/Team/STEPPS/Team dialogue/Journals

**Facilitators:**
- Faculty knowledge of QSEN/Faculty active in student group project/Faculty role modeling/Administrative support/Professional student organizations/IPE courses & experiences layered and not just as capstone courses/Student interactions with other majors throughout coursework

**Barriers:**
- Content driven curriculum, Lack of finances/ Lack of faculty understanding QSEN/Faculty view collaboration as cheating/Lack of faculty facilitating group process

---

**References & Recommendations**

---

**Allison A. Maloney, PhD, RN**

Assistant Professor, Nursing

301 Lake Street
Dallas, PA 18612-1090
Tel: 570-570-674-3326
Toll free: 866-262-6363
Fax: 570-674-1451
amaloney@misericordia.edu
Web: www.misericordia.edu