ANNIE TAYLOR DEE SCHOOL OF NURSING

A New Research Nurse Onboarding Program

For the Oncology Research Department

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BACKGROUND

There is an increasing need for research nurses within healthcare. As treatments for multiple diseases become specialized, research enables these treatments to improve prognoses, which in turn causes an increased demand for research nurses. With that consideration, it is essential for many areas worldwide to create a positive and inviting atmosphere welcoming new research nurses. This need extends to the oncology research department.

- **PICO Question:** Does developing a three-tiered onboarding program for newly hired research nurses in the oncology department improve nurse knowledge compared to the current orientation process (or standard practice)?
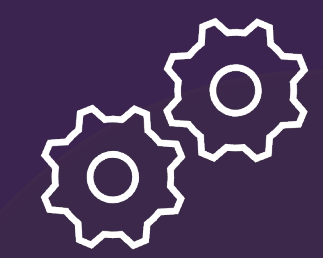
METHODS

Stetler Model of Evidence-Based Practice Change[5]

1. Preparation[5]
2. Validation[5]
3. Evaluation/decision-making[5]
4. Translation/application[5]
5. Evaluation[5]

Literature Review Themes

1. Review previous hire's onboarding experiences[3,4]
2. Review new hire's research experiences[3,4]
3. Provide role delineation[1,2] through adequate training with blended learning formats[1,2,6] and team cohesion[1,4]
4. Provide a staged onboarding experience[2] with mentorship and support[1,2,4]
5. Provide program sustainability by addressing barriers and gaps[1,2,4,6]

ONBOARDING SCHEDULE

STAGE 1

- Trainings & Video
- Checklist
- 30-, 60-, 90-Day Check-ins

STAGE 2

- Checklist completion
- 30-, 60-, 90-Day Check-ins completion
- COG's reporting periods

STAGE 3

- Other consortiums' reporting periods
- Continue to learn new consortiums

EVALUATION

Multiple elements of evaluation, both with the manager and the new hire.

Formal Evaluation
1. 30-, 60-, and 90- day evaluations completed by the new hire, designed like the onboarding retrospective questionnaire
2. All-encompassing evaluation at 15 months

Informal Evaluation
2. Regular meetings with the manager to address gaps or necessary changes based on new hire's and department's needs.

CONCLUSIONS

A focus on effective research nurse onboarding includes elements such as:

- Terminology and research role instruction[1,2]
- Leadership support with regularly scheduled check-ins[2]
- Mentor involvement in addressing generational gaps and transitions to the field of research[1,2,4]
- Scheduled frequent check-ins at 30-, 60-, and 90-days[2]
- Provide regulated training[2] and onboarding materials such as the "Introduction to Research" video and the onboarding checklist
- Staged onboarding[2] addresses a few elements of onboarding at a time (shown in the figure to the left)
- Blended learning formats, such as face-face instruction and online learning[6]
- Ensure competency and skill through quality assurance checks

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