

# **Improving Intraoperative Nurse Recruitment Through Academic-Practice Partnerships**

Alexa Boyd, MSN, BSN, RN

## **Abstract**

### **Background:**

The perioperative field of nursing is often considered a specialty discipline rather than a foundational part of nursing, leading to minimal educational exposure in most nursing school programs (Tschirch et al., 2017). It is difficult for leaders to recruit nursing students to work in a field that they are unfamiliar with, especially given that training a new intraoperative nurse can cost a hospital extensive time and financial resources (Vortman & McPherson, 2021).

### **Method:**

National organizations such as the Association of peri-Operative Registered Nurses (AORN) have addressed this issue with the creation of an online, supplemental training course designed to help orient nurses to the perioperative setting, Periop 101: A Core Curriculum OR (Periop 101) (AORN). In addition to using this program, organizations have found success in establishing academic-practice partnerships with local nursing schools to form early connections with students through senior practicum placements.

### **Results:**

With retirement rates and job openings increasing, nursing leaders are feeling the pressure to adequately staff units, in particular the units that conduct surgery which generate the majority revenue for most hospitals (Tonna et al., 2020). To improve perioperative nursing recruitment, nursing leaders can begin by reviewing current hiring policies and revising as necessary to include recognition for those who have either completed AORN's Periop 101 or a senior practicum in the perioperative setting.

### **Conclusion:**

Overall, the benefits of AORN's Periop 101 program and academic-practice partnerships can lead to decreased orientation times and staffing inadequacies.