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# A Literature Review of Vertical Violence Between Staff Medical Surgical Nurses and Nursing Students During Clinical Rotations

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# Vertical Violence Between Staff Medical Surgical Nurses and Nursing Students During Clinical Rotations

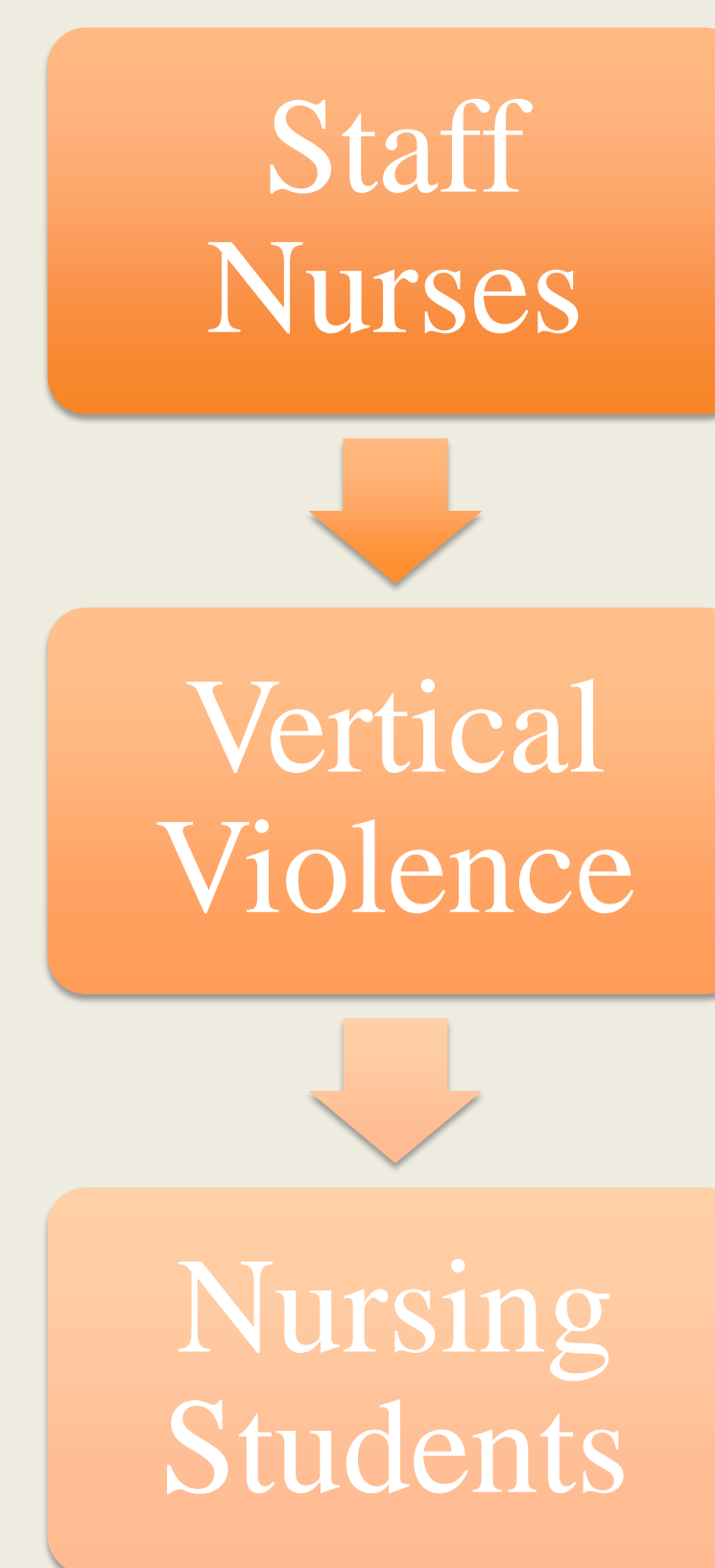
Lisa Cunningham

Dominican University , 2015

## Abstract

- *Vertical violence* is defined as any act of violence including yelling, snide comments, withholding information, ignoring, and humiliating behaviors
- Occurs between two or more persons on different levels of a hierarchical system
- Prohibits professional performance and satisfaction within the workplace
- The purpose of this literature review is to explore the attitudes and biases of staff nurses when working with students

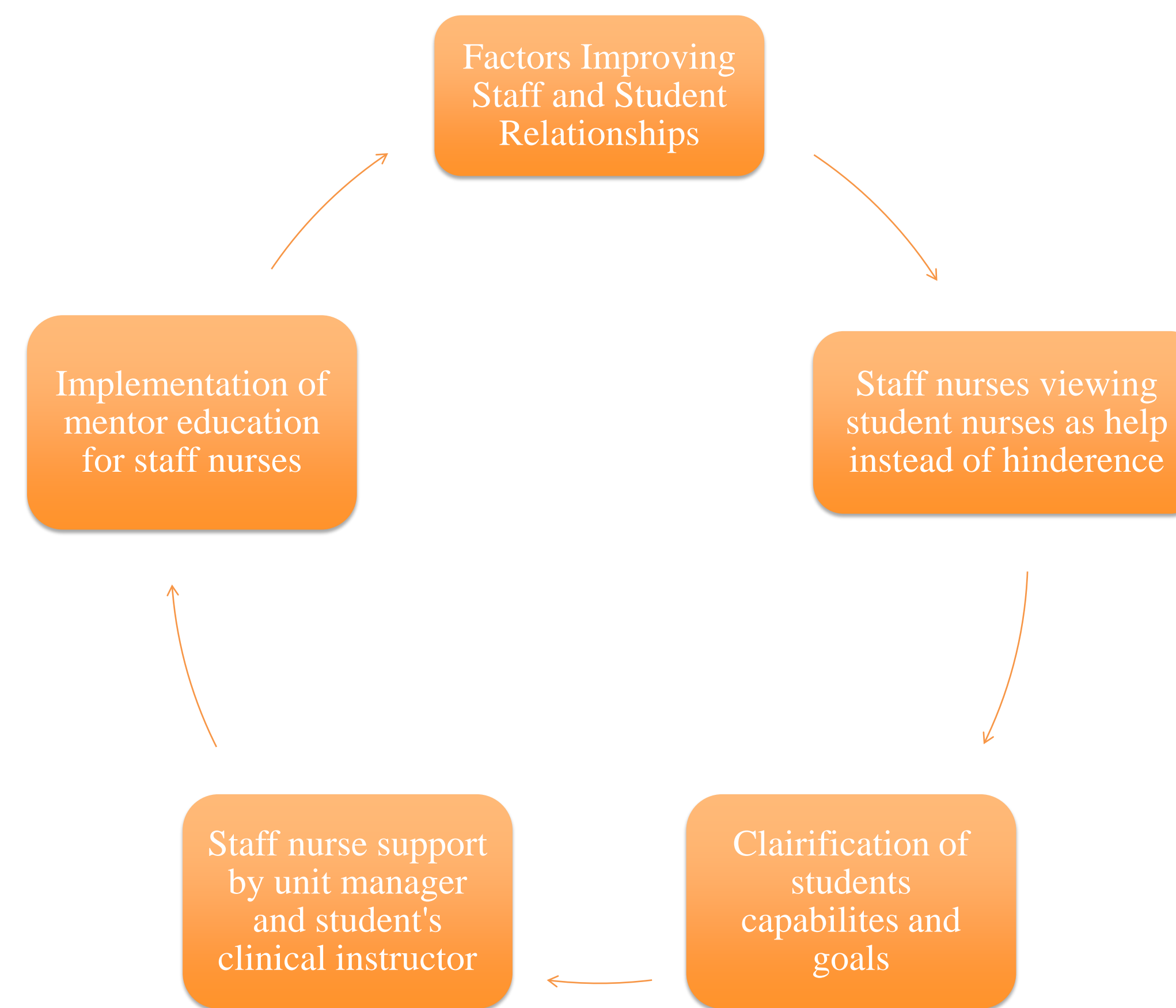
(Cantey, 2013)



## Problem Statement

- Vertical violence is an ongoing problem in the nursing profession
- Affects hospital units where newly graduated nurses are needed the most.
- Gap of knowledge of why staff nurses are holding biases against the students, and how communication and teamwork between the two can be improved.

## Literary Findings



- Top three reasons staff nurses were reluctant to work with students
  - Increase the nurses' workload,
  - Decrease the quality of patient care,
  - Potentially threaten the nurse's license if an adverse event were to occur. (Hawthorn et al., 2009)
- Solutions to alleviate vertical violence between staff and students included;
  - Support from nursing faculty as well as hospital administration,
  - Clear communication between the student and nurse, and
  - Mentor education for staff nurses who choose to work with students (Matsumura et al., 2004)

## Research Proposal

- Descriptive survey quantitative design
- Implementation of mentor education program at San Francisco General Hospital
- Strategies in increase communication and incorporation of students
- Pre/Post test survey

### Mentor Education Pre & Post Test

	Strongly agree	Agree	Disagree	Strongly disagree
I volunteer to work with students				
I feel comfortable incorporating students into patient care				
I feel comfortable communicating with students and their clinical instructor				
I feel supported by my charge nurse and colleagues when I am working with a student				
I feel mentor education for nurses will decrease vertical violence				

## Indications For Clinical Practice

- Decrease vertical violence among staff and students
- Decrease hospital attrition rates
- Promote a safe and positive learning environment for students
- Promote continuing education for staff nurses
- Promote a stronger generation of new nurses

## Literature cited

- Cantey, S. W. (2013, February 8). Recognizing and stopping the destruction of vertical violence. Retrieved February 3, 2015, from [http://www.medscape.com/viewarticle/779036\\_2](http://www.medscape.com/viewarticle/779036_2)
- Hawthorn, D., Machtmes, K., & Tillman, K. (2009). The lived experience of nurses working with student nurses in the clinical environment. *The Qualitative Report, 14*.
- Matsumura, G., Callister, L. C., Palmer, S., Cox, A. H., & Larsen, L. (2004). Staff nurse perceptions of the contributions of students to clinical agencies. *National League for Nursing, 25*(6), 297-303.

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