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

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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.

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
- Factors improving staff-student relationships.
- Implementation of mentor education programs for staff nurses.
- Staff nurses viewing student nurses as threats versus kindness.
- Clarification of student capabilities and goals.
- Staff nurse support by unit manager and student’s clinical instructor.

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.

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

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