

Interview with Vicki Moran

[VIDEO TRANSCRIPT – August 14, 2023]

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Lisa Bonsall: Hi, I'm Lisa Bonsall, Senior Clinical Editor for Lippincott NursingCenter. I'm happy to speak with Vicki Moran today. Vicki is the Nursing Education Research Manager at Wolters Kluwer and has been a nurse and educator for over 25 years. Today, we'll be talking about her presentation at the Lippincott Nursing Education Innovation Summit, which was titled "The Next Gen NCLEX Graduate: Preparing Gen-Z Nurses for Practice."

Hi Vicki, thanks so much for doing this today.

Vicki Moran: Thank you for having me.

Lisa Bonsall: Can you start out by summarizing some of the characteristics of Gen Z nurses who are entering practice?

Vicki Moran: Yeah, there's a lot of them. And one of the things to just make sure that we're pretty comfortable with is not all of them fit into the Gen Z. Right. So you do, you will have those outliers of students, but generally Gen Z are pretty active. They use a lot of technology. They're very savvy in that area, but oftentimes their tech savvy also challenges us on the other side of it.

So they're used to getting really quick answers, being able to basically Google or to find all that information readily accessible. But that's one of the major components of it. And that really challenges us in the education realm. We've had students before in a lot of our classes that may have challenged professors or challenged educators based off of what they found on the Internet.

So with that said and done, it does give a different perspective of it. But they're tech savvy. They're very active in their voice and wanting to learn. But they do lack some of the skills to be able to navigate the classroom a little bit more. In a sense, in a general sense, they've been given everything at their fingertips, so they've not had to ever search anything.

So if it's not easy to find on the Internet, they're not willing to kind of dumpster dive like some of us old folks are. We have that passed in, that challenge of being able to get really deep into it, down into what I call a rabbit hole, but the students don't always do that. And so with that said and done, we have to be aware of it.

The third element that's really important for us to recognize is that they've been exposed to a lot of variables, which makes them very open to being able to care for patients and be able to look outside the realm and realize that we're all different, that we all have some unique characteristics that come to the table. So with that said and done, they're pretty open to a lot of the fluxes that go on to it.

But again, they're challenged by the technology and that makes it a little bit more challenging for them.

Lisa Bonsall: Thank you for that. Can you talk a little bit about how faculty have to change their mindset when it comes to educating Gen Z nurses? And how about specific learning strategies?

Vicki Moran: Sure, absolutely. So faculty need to be aware of the technology that they've been exposed to in their very short time here on the planet. Right. With that said and done, faculty should be very open and willing to not stand up at the podium and to not PowerPoint the heck out of them, but to play games for them, for their learning and be aware of that.

On average, a student that is from the Gen Z era is on their phone 9 hours. So with that perspective, we should then of course make sure that we're using some of the technology innovatively in the classroom setting. So playing games are really great. The case studies are there. Using the SIM is another element that's there, but getting them engaged is going to be the true point of all of this.

One thing that we have to consider is that nursing is a professional organization, a profession that requires interaction with patients, and our students lack that ability to really engage in conversation, to have small talk. So those are things that I would say as an educator, you have to be prepared for. We're used to walking into a patient's room and saying, Oh my gosh, look at the weather.

Or did you watch that on TV or to do that. They lack that ability to do it. They don't watch real TV. They watch everything that's been recorded. And so with that said and done, we have to bring that technology into play and to teach them those skills. And it starts with what we do in the classroom, and it starts with what we do in clinical.

So as a nurse educator, it's really important that we change that mindset a little bit more and be innovative and creative and thinking on the technology and how to infuse it into the classroom. A lot of the faculty that I presented with at the Education Summit talked about playing tons of games. And those games, of course, can easily be accessible on their phones, but a really easy one is being able to play Kahoot or to play some of the question and answer games and divvy up the group if you can, into teams so that they're competing against each other. So gaming is really important for them, a great way for them to learn. And again, I want to stress one thing.

You don't have to change your entire course. We talked about changing one step at a time so that those of us that are very comfortable in the education realm use that ability to help the students learn a little bit more. So change one thing at a time and see how you perform and that'll again help that other side with students to make sure that they're performing at a level that they're capable.

Lisa Bonsall: Wonderful, great advice. Thank you.

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