

Exhibit SE8.e

Answer Options	Rating Average
Introduction	2.68
Preceptor Roles	2.82
Adult Learning Theory	2.58
Socialization	2.75
Effective communication (verbal and non-verbal)	2.80
Conflict Management	2.74
Orientee Assessment	2.88
Orientation Planning	2.84
Implementing the Plan	2.84
Feedback and Evaluation	2.85
Sum	27.78
Class Length Overall Score	93%

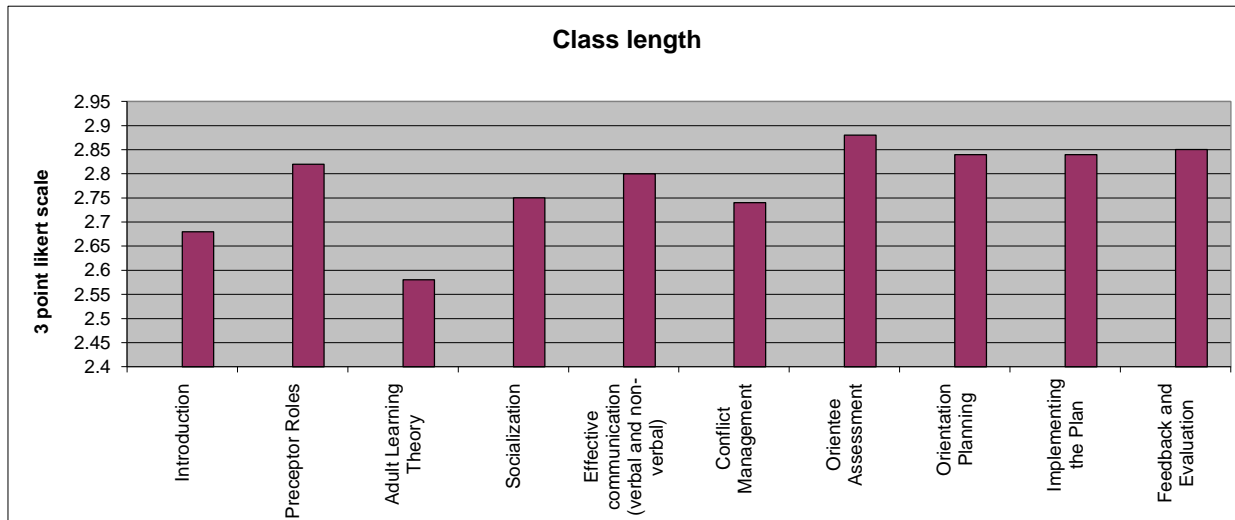


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Ability to apply information	I valued the opportunity to network & problemsolve with others	Overall perceived value	Appropriate course length
93.9%	91.1%	97%	93%

Alternative teaching methods helped me learn the material.	The handouts were valuable & I plan to use them as a reference tool.	I will read the handbook and use it as reference tool	Usefulness of pre-course work
87%	87%	84%	81%

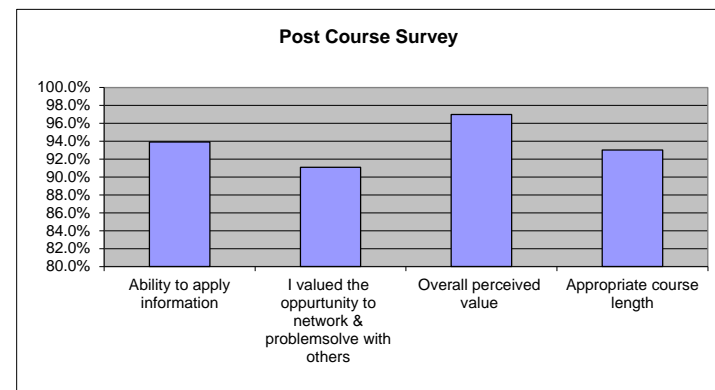
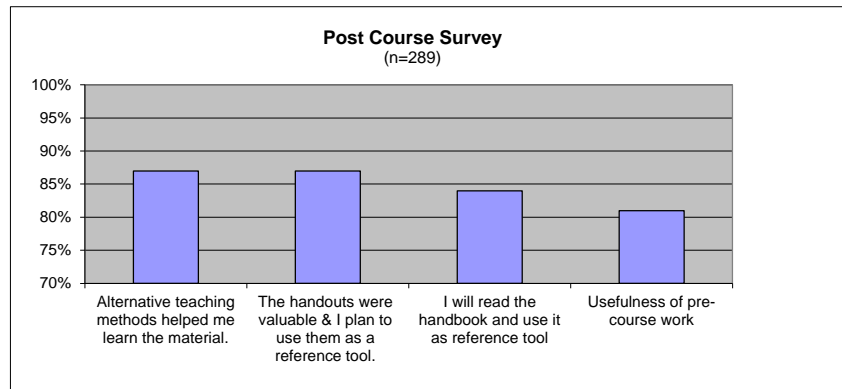


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Preceptor Essentials Post-class Evaluation & Preceptor Self-Assessment Survey

1. Please select your role

Answer Options	Response Percent	Response Count
RN (all types)	90.4%	113
LPN	0.8%	1
Therapist (RT, PT, OT, Speech)	6.4%	8
Surgical Tech	0.0%	0
PCT	0.8%	1
PCA	0.0%	0
Other	1.6%	2
Other (please specify)		1
answered question		125
skipped question		193

2. Please rate your agreement with the following statements.

Answer Options	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Rating Average	Response Count
I can describe the difference between a preceptor and	1	0	0	3	129	184	5.56	317
I can describe the four preceptor roles.	1	0	3	19	170	124	5.30	317
I can list my personal strengths and weaknesses as a	1	0	0	4	188	124	5.37	317
I understand the essential responsibilities of being a	1	0	0	0	158	158	5.49	317
I can explain to how I meet regulatory requirements when	1	1	2	23	188	102	5.21	317
I can explain how the health system prepares for a new	1	0	2	40	180	94	5.15	317
I can formulate an organized plan for orienting a new	1	0	2	22	180	112	5.26	317
answered question								317
skipped question								1

3. Please rate your level of agreement with the following statements.

Answer Options	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Rating Average	Response Count
I can list the three principles of adult learning.	1	1	5	46	186	78	5.05	317
I can list three elements of effective feedback.	1	1	4	33	188	90	5.13	317
I am comfortable applying the techniques of constructive	1	0	0	44	192	80	5.10	317
I can identify the three learning styles and the three	1	2	2	35	190	87	5.12	317
I understand the three important elements of competency-	1	2	7	35	191	81	5.07	317
I understand the four phases of reality shock and how to	1	2	3	35	188	88	5.12	317
I am comfortable assessing and giving feedback about a	1	0	0	44	190	82	5.11	317
answered question								317
skipped question								1

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4. Please rate your level of agreement with the following statements.

Answer Options	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Rating Average	Response Count
I understand how the UVA Health System mission and	1	0	0	14	173	129	5.35	317
I can explain the difference between primary and	1	0	0	4	125	187	5.56	317
I can identify the behaviors of a preceptor acting in the	1	0	0	0	151	165	5.51	317
I understand the ethical responsibilities of the preceptor in	1	0	0	5	156	155	5.46	317
I know that being a role model is the most effective way of	1	0	3	3	135	175	5.51	317
I understand the common characteristics of each	1	1	0	16	189	110	5.27	317
I can comfortably plan teaching and learning activities that	1	0	1	21	188	106	5.25	317
							<i>answered question</i>	317
							<i>skipped question</i>	1

5. Please rate your level of agreement with the following statements.

Answer Options	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Rating Average	Response Count
I can list three methods used for evaluating an orientee's	1	0	3	30	199	84	5.14	317
I understand why it is important to collaboratively set	1	0	0	6	147	163	5.48	317
I can list three benefits for setting orientation goals.	1	1	0	8	165	142	5.40	317
I can explain the correlation between learning	1	0	1	13	183	119	5.32	317
I am familiar with the 5 components of the five minute	1	1	5	54	177	79	5.03	317
I can describe two methods a preceptor can use to help	1	0	1	18	182	115	5.29	317
I know the difference between giving feedback and	1	0	0	13	165	138	5.38	317
							<i>answered question</i>	317
							<i>skipped question</i>	1

6. To what extent were these program objectives achieved?

Answer Options	Not met	Met	Rating Average	Response Count
Describe impact of successful preceptor program on	0	317	2.00	317
Identify two behaviors for each of the four preceptor roles	2	315	1.99	317
Identify three domains of learning.	4	313	1.99	317
Identify characteristics that are common to the Advanced	0	305	2.00	305
Explain effective communication concepts & their impact	1	316	2.00	317
Describe how identifying the facts in a situation can help	0	317	2.00	317
Explain key factors in planning educational experiences	3	314	1.99	317
Identify strategies for teaching while providing high quality	3	314	1.99	317
Explain the purpose and benefits of conducting a learning	0	317	2.00	317
Identify the difference between feedback and evaluation	0	317	2.00	317
			<i>answered question</i>	317
			<i>skipped question</i>	1

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7. Kathryn McGough, RN

Answer Options	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
The instructor engaged me and retained my attention.	4	2	83	226	3.69	315
<i>answered question</i>						315
<i>skipped question</i>						3

8. Patty Berkin, RN

Answer Options	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A	Rating Average	Response Count
The instructor engaged me and retained my attention.	0	3	30	44	220	3.53	297
<i>answered question</i>							297
<i>skipped question</i>							21

9. Sherry Nelson, RN-BC MSN

Answer Options	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A	Rating Average	Response Count
The instructor engaged me and retained my attention.	0	0	19	6	151	3.24	176
<i>answered question</i>							176
<i>skipped question</i>							142

10. I will be able to apply the information provided in this class to my role as a preceptor.

Answer Options	Response Percent	Response Count
Disagree	0.0%	0
Disagree slightly	0.0%	0
Agree slightly	6.1%	19
Agree	93.9%	293
<i>answered question</i>		312
<i>skipped question</i>		6

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11. I valued the opportunity to network with preceptors from other units.

Answer Options	Response Percent	Response Count
Disagree	0.3%	1
Disagree slightly	1.0%	3
Agree slightly	7.6%	23
Agree	91.1%	276
answered question		303
skipped question		15

12. Please rate the length of each topic offered in class.

Answer Options	Too long	Too short	Just right	Rating Average	Response Count
Introduction - need for program revision, review of UVA	49	1	262	2.68	312
Preceptor Roles - preceptor selection process, challenges	24	7	281	2.82	312
Adult Learning Theory - education verses learning, review	59	14	239	2.58	312
Socialization - stages of role acquisition, socialization	35	8	269	2.75	312
Effective communication (verbal and non-verbal) - styles,	21	20	271	2.80	312
Conflict Management - conflict myths, impact on patient	21	38	253	2.74	312
If you selected "too long" or "too short", please explain how this section could be improved.					78
answered question					312
skipped question					6

13. Please rate the length of each topic offered in class.

Answer Options	Too long	Too short	Just right	Rating Average	Response Count
Orientee Assessment - importance of learning needs	17	4	291	2.88	312
Orientation Planning - S.M.A.R.T.goal setting, benefits	21	9	282	2.84	312
Implementing the Plan - Five Minute preceptor model	21	7	284	2.84	312
Feedback and Evaluation - types of feedback, orientation	18	10	284	2.85	312
If you selected "too long" or "too short", please explain how this section could be improved.					31
answered question					312
skipped question					6

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14. The following alternative teaching methods were interesting and helped me learn the material.

Answer Options	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Rating Average	Response Count
Examples/Stories provided by instructors or participants	0	2	4	18	123	165	5.43	312
Thought provoking questions	0	3	2	14	158	135	5.35	312
Class discussions	0	1	6	17	117	169	5.44	310
Precepting verses mentoring identification	0	6	10	44	146	105	5.07	311
Preceptor Role sorting	0	5	6	41	159	99	5.10	310
YouTube basketball video	3	4	7	30	111	155	5.28	310
True, false, unknown - finding the facts.	0	8	10	39	136	117	5.11	310
STATE skills video	3	6	13	32	152	102	5.05	308
STATE skills case study (provided by fellow preceptor)	3	6	13	29	164	96	5.04	311
Case studies on critical thinking and prioritization	3	5	12	37	141	114	5.08	312
SMART Goal writing (for self and orientee)	1	2	14	35	138	121	5.15	311
Behavior identification for providing feedback	0	2	7	23	165	115	5.23	312
Preceptor Individual Development Plan	0	1	7	33	153	117	5.22	311
Is there any activity that you would like added to the class?								47
<i>answered question</i>								312
<i>skipped question</i>								6

67.55
87%

15. Please answer the following questions about the handouts provided in class.

Answer Options	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
The handouts corresponded well to what was taught in	0	1	150	160	3.51	311
The handouts were valuable to me.	1	8	148	154	3.46	311
I plan to use the handouts as a reference tool.	2	8	139	162	3.48	311
<i>answered question</i>						311
<i>skipped question</i>						7

6.94
87%

16. Please answer the following questions about "The Effective Nurse Preceptor Handbook" that you received during class.

Answer Options	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count	
I plan to read the handbook.	0	21	165	117	8	3.32	311
The handbook looks like a useful reference tool.	0	8	166	129	8	3.40	311
Referencing the handbook during class, helped me	2	31	156	109	13	3.25	311
<i>answered question</i>						311	
<i>skipped question</i>						7	

6.72
84%

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17. Please answer the following questions about the Preceptor Essentials Pre-work CBL that you completed prior to class.

Answer Options	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A - I did not complete the CBL	Rating Average	Response Count
I reviewed the CBL prior to class.	1	1	110	191	8	3.62	311
Completing the pre-work prior to class enhanced my	4	31	150	114	12	3.25	311
The articles were interesting and helped prepare me for	5	36	172	91	7	3.15	311
The communication, learning style, and Style Under	2	16	156	127	10	3.36	311
The pre-work took 4 or less hours to complete.	4	14	163	119	11	3.32	311
<i>answered question</i>							311
<i>skipped question</i>							7

9.76
81%

18. The facility was appropriate for the program.

Answer Options	Response Percent	Response Count
No	1.6%	5
Yes	98.4%	305
<i>answered question</i>		310
<i>skipped question</i>		8

19. Overall I would rate this course

Answer Options	Response Percent	Response Count
Below Expectations	0.3%	1
Fair	2.3%	7
Good	17.4%	54
Very Good	44.8%	139
Excellent	35.2%	109
For any evaluation of "fair" or "below expectations", please explain how you		32
<i>answered question</i>		310
<i>skipped question</i>		8

97.4%

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20. I acknowledge that information was provided that outlined possible presenter conflicts of interest, commercial support, and off-label uses by one of these methods:

Answer Options	Response Percent	Response Count
No - I did not read the statement at the bottom of the	15.2%	47
Yes	84.8%	263
<i>answered question</i>		310
<i>skipped question</i>		8

21. What did you learn in this class that you will use in your preceptor role?

Answer Options	Response Count
	226
<i>answered question</i>	226
<i>skipped question</i>	92

22. How can we improve?

Answer Options	Response Count
	163
<i>answered question</i>	163
<i>skipped question</i>	155

23. Additional comments about the class:

Answer Options	Response Count
	109
<i>answered question</i>	109
<i>skipped question</i>	209

24. What other classes or topics would you like to see offered that would enhance your preceptor role?

Answer Options	Response Count
	79
<i>answered question</i>	79
<i>skipped question</i>	239