Where’s the Evidence? Promoting a Culture of Nursing Research and Evidence-based Practice

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Problem
- Magnet designated hospitals must incorporate evidence-based practice (EBP) & research standards into nursing culture.
- EBP and research activities can be intimidating to nurses.
- Internal structures and processes must foster a culture of inquiry and offer support and resources to enable nurses to implement EBP & research projects successfully.

PICO Question
What is the impact of a robust Nursing Research and Evidence-based Practice Program on direct care nurses’ ability to conduct research and evidence-based practice projects?

Methods
- SLH Nursing Research Council (NRC) hired a Nursing Research Program Director (50%) in 2009.
- SLH Nursing Research Program Director started full-time in 2010.
- Annual Nursing Research and EBP Day.
- EBP added as Practice Council standing agenda item.
- EBP campaigns conducted annually to generate RN interest.
- Clinical Scholar Program started in 2012.
- Nurse Residency Program (NRP) started in 2012.
- EBP in Action/Service started in 2014.
- Financial rewards with promotion for changing practice through EBP started in 2015.
- Systematized Nursing Research Program in 2015.

Nursing Research & EBP Program

Unit-Based Research
Unit-based Research (UBR) Program provides resources and support to bedside RNs with no research experience. The UBR team meets to develop research project ideas with brainstorming for a researchable question and concludes with dissemination of study results.

Each UBR team is assigned:
- TEAM LEADER (RN with UBR experience)
- RESEARCH MENTOR (RN research expert).
2011-present: 40 RNs participating in UBR.

Evidence Based Practice in Action
RNs write a PICO question, conduct a literature review and summary with recommendations for change, and design an EBP project that is ready to implement (optional, earn up to 2 contact hours). SLH changed clinical ladder structure to require EBP projects for promotion.

Each EBP team is assigned a master’s prepared RN (System Educator) as a mentor.

The Iowa Model (adopted in 2005) guides the process. Hyperlinks embedded into the model (2014) give RNs immediate access to essential EBP documents.

2014-present: 20 RNs participated as project leaders in EBP.

Clinical Scholar Program
Funded by the Victor E. Speas Foundation, Bank of America, trustee

The Nursing Research Clinical Scholar program (CSP) provides financial and resource support to a select group of nurses interested in conducting individual research. Scholars attend monthly research-related seminars over 9 months, and develop and implement a research project. The grant provides up to 16 hours of paid research time.

Clinical Scholars are assigned a research mentor to assist in project design, implementation, and dissemination.

2012-present: 9 RNs have participated fully in CSP

Nurse Residency Program

The Nurse Residency Program for new graduates includes an EBP module. Resident teams complete a comprehensive literature review on a topic of interest, with the help of a mentor. System educators trained and activated to mentor EBP projects in 2014.

Current EBP projects in progress (8 RNs):
- 1. No PASS Zone- call light response (2).
- 3. Pain management for patients in sickle cell crisis (1).
- 5. Alcohol cap trial to reduce CLABSI in 4 adult ICUs (2).
- 6. Delayed Bathing in the Healthy Newborn Infant (4).
- 7. Bathing procedure to reduce CAUTI in NICU (2).
- 8. Saline for lock flushes in neonates: EBP (1).
- 10. Direct Admission of late preterm infants to NICU (1).

References