

## 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

- Structure and processes for Saint Luke's Hospital (SLH) Nursing Research Program established in 2006.
- 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 CAP started in 2015.
- Systematized Nursing Research Program in 2015.

## Nursing Research & EBP Program

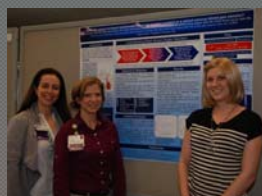
### Unit-Based Research

Unit-based Research (UBR) Program provides resources and support to bedside RNs with no research experience. The UBR team meets to develop research project- starts 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.



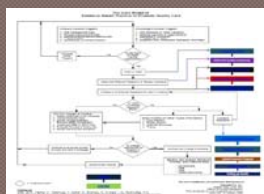
### Evidence Based Practice in Action

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 8 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.



**NRP RNs Moderate to Very Confident in EBP**  
2014 (N=105; RR 19% n= 20 )  
2015 (N=115; RR 70% n=80)

PICO question :	2014: 80% (n=16) 2015: 88% (n=70)
Critique of evidence:	2014: 60% (n=12) 2015: 70% (n=56)
Design of EBP project:	2014: 65% (n=13) 2015: 83% (n=66)
Implement EBP project:	2014: 50% (n=10) 2015: 56% (n=45)
Evaluate results of EBP:	2014: 65% (n=13) 2015: 71% (n=57)

### Current EBP projects in progress (# RNs):

- 1.No PASS Zone- call light response (2).
- 2.Utility of New Ballard Scoring in Assessing Gestational Age of Term Newborns (5).
- 3.Pain management for patients in sickle cell crisis (1).
- 4.Development of an evidence-based post-surgical pressure ulcer risk tool (4).
- 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 NSICU (2).
- 8.Saline for lock flushes in neonates: EBP (1).
- 9.Evidence-based amiodarone-related phlebitis prevention (1).
10. Direct Admission of late preterm infants to NICU (1).

### References

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