

Magnet® Research Infrastructure: Best Practices in Structure, Process, and Outcomes

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Session C823, Thursday, October 8, 11:15 am – 12:15 pm
2015 ANCC National Magnet Conference®

Innovate. Involve. Inspire.

Background and Purpose

Identify best practices in research infrastructure:
How have Magnet®-recognized organizations structured nursing research?

ANCC Research Council (October 2015)

- Robin P. Newhouse, PhD, RN, NEA-BC, FAAN, Chairperson
- Carole Estabrooks, PhD, RN, FCAHS, FAAN
- Christopher R. Friesen, PhD, RN, AOCN®, FAAN
- Karen B. Haller, PhD, RN, FAAN
- Meg Johantgen, PhD, RN, Chair-Elect (Principal Investigator)
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Acknowledgement

Permission to use selected items from the Hospital-Based Nursing Research Requirements and Outcomes (HNRRO) study – a national survey of hospital nurses

Researchers:

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Methods

Descriptive survey study
58-question web-based questionnaire

Email invitations to 418 Magnet-recognized organizations

- directed to CNOs and MPDs
- advance notice and reminders
- survey open June 10 – July 8, 2015

Respondents confidential

Response rate 59.6% (n = 249)

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Topics for Today

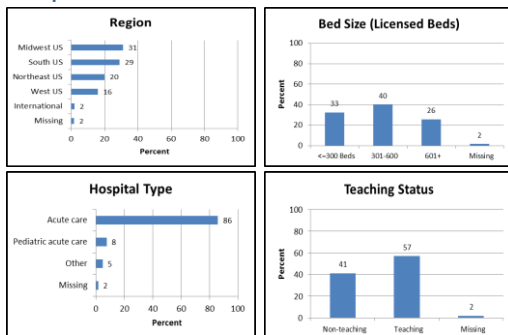
Magnet Research Infrastructure Survey:

- Nursing Research Council Structures
- Nursing Research Departments
- Nurse Internship/Fellowship Program
- Nursing Research Mentoring
- Participation in Multisite Studies
- Nursing Research Influence on Outcomes

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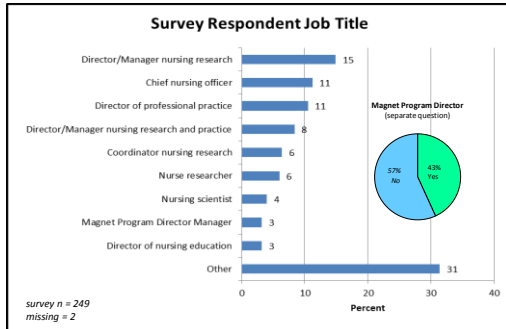
Sample Characteristics



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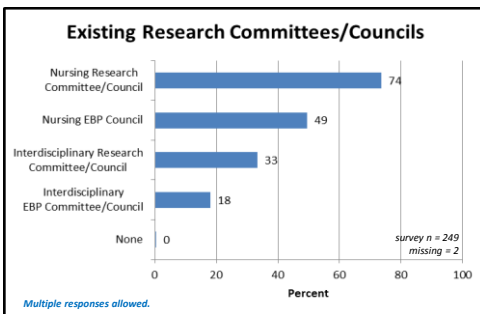
Respondents by Job Title



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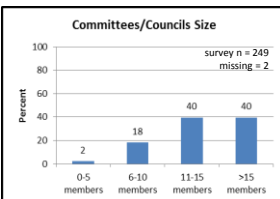
Nursing Research Council Structures



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Research Council Size and Meeting Frequency



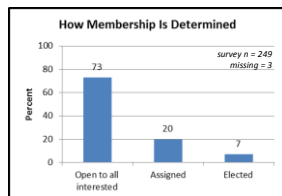
How often does research committee meet? (n=245)

	Number	Percent
2 times/month	2	0.8
Monthly	8	3.3
Every 2 months	210	85.7
Quarterly	24	9.8
Ad hoc	1	0
Totals	245	99.6

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Research Council Membership



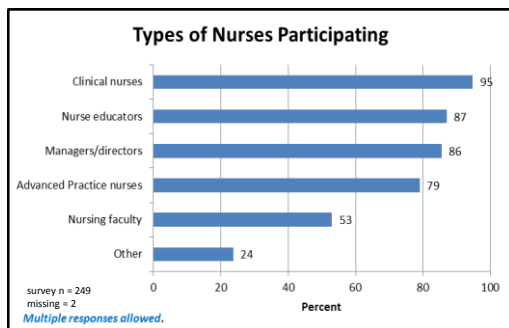
Is membership term limited? (n=246)

	Number	Percent
Yes	57	23.1
If yes, how many years?		
1-2 years	6	11.0
2 years	39	70.9
3 years	9	16.4
5 years	1	1.8
Totals	55	100.1

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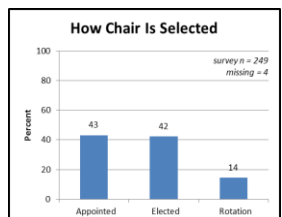
Research Council Participants



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Research Council Chair Selection and Requirements



Are there minimum qualifications for the chair? (n=246)

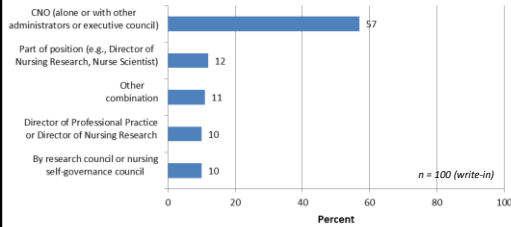
	Number	Percent
No	77	31.3
If yes, minimum education qualifications		
BSN	41	32.0
MSN	44	34.4
DNP (1) or DNP-PhD (9)	10	7.8
PhD	30	23.4
Combined (e.g., BSN,MSN)	3	2.3
Totals	128	100.0

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Chair Appointments

By Whom Chair Is Appointed If Appointed (n=105)

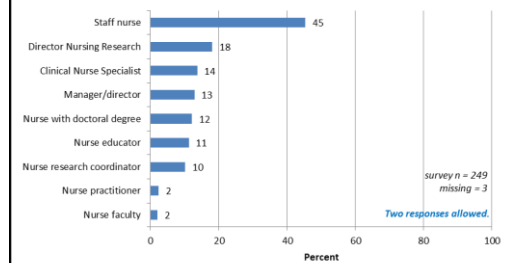


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Nurses in Research Council Chair Positions

Who Routinely Serves as Chair

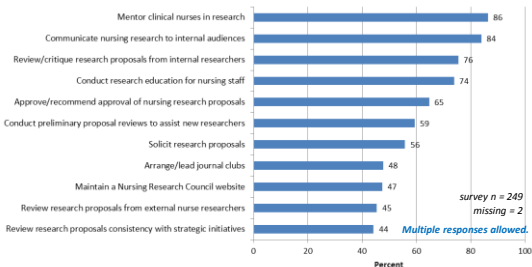


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The Work of Nursing Research Councils

Top 11 Nursing Research Council Functions



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Nursing Research Departments

Nursing Research Department Functions (n=83)



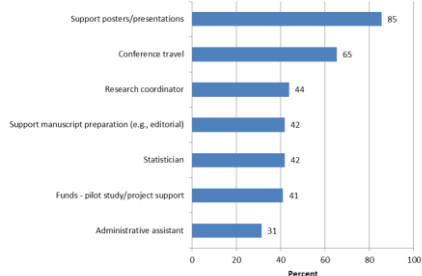
Multiple answers allowed.

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Budgets for Nursing Research

Included in Annual Nursing Research Budget (n=144)



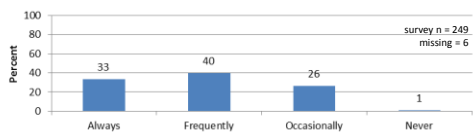
Multiple answers allowed.

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Travel and Tuition Support

Travel Funded for Nurses to Disseminate Research



survey n = 249
missing = 6

Tuition Assistance

Does your organization provide tuition remission for academic classes? (n=244; missing =5)

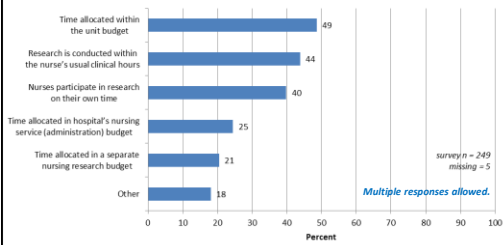
Yes	No
96.4%	1.6%

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Supporting Clinical Nurses Time to Conduct Research

How Organization Supports Time for Clinical Nurses to Conduct Nursing Research



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Nursing Research Internship/Fellowship Programs

Question:

Does your hospital have a nursing research internship/fellowship program [defined as: A formal program providing practical experience for a novice nurse researcher over an official period of time]?

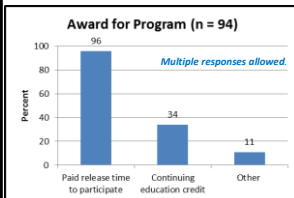
	Percent	Count
Yes	38.1	94
No	61.9	153
Total		247 (2 missing)

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Research Internship/Fellowship Program Characteristics

Is there a minimum education level requirement for RN research intern/fellow? (n=94)



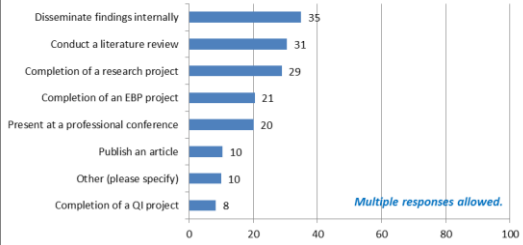
	Number	Percent
None	39	41.5
If yes, minimum education level requirement		
RN	6	10.9
Diploma	0	0
Associate degree	0	0
BS in Nursing	46	83.6
MS in Nursing	2	3.6
Doctor Nursing Practice	0	0
PhD or other doctoral	1	1.8
Totals	55	100.0

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Research Internship/Fellowship Program Expectations

Research Internship/Fellowship Requirements (n = 94)

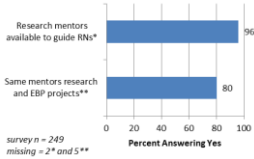


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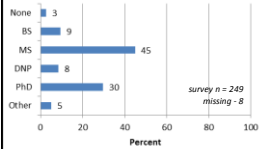
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Nursing Research Mentoring

Designated Research Mentors



Required Minimum Education

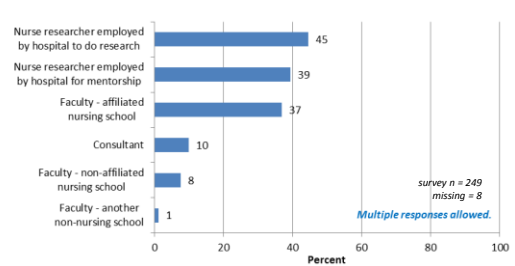


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Where Research Mentors Come From

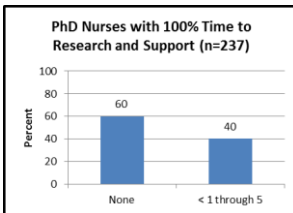
Source of Research Mentors



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PhD Nurses and Nursing School Support



School of Nursing Partnerships	Yes	No
Does your hospital have a formal partnership with a School of Nursing to support nursing research efforts? (n=245; missing = 4)	50.2%	48.2%

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PhD-Faculty Research Support



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Research Approval Process

Does the hospital and/or IRB require any of the following to approve nursing research protocols before submitting to the IRB?

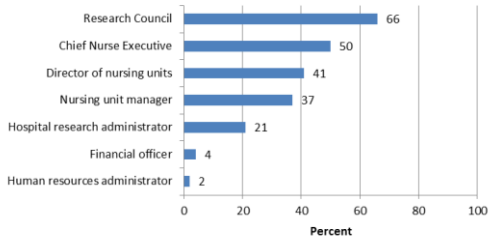
	Number	Percent
No	31	12.5
If yes, what approvals?		
Nursing Research Committee/Council must first approve	129	51.8
Interdisciplinary Research Committee/Council must first approve	32	12.9
Research mentor must first approve	34	13.7
Director of Nursing Research must first approve	54	21.7
Chief Nurse Executive must first approve	52	20.9
Other (please specify)	45	18.1

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Research Approval Process - Administrative

Required Administrative Approvals



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Human Subjects' Approval Process

IRB availability

- 73.0% organization has its own IRB
- 18.6% affiliated academic institution serves as IRB
- 8.0% contract with IRBs

Faculty member to conduct research in the hospital

- 40.2% require a hospital employee on IRB application

QI and EBP projects

- 20.0% send all QI projects to the IRB
- 22.0% send all EBP projects to the IRB

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Participation in Multisite Studies

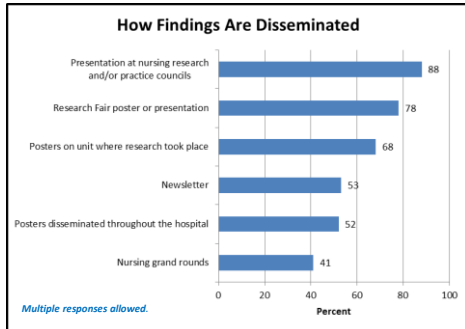
Multisite study participation in last 5 years

- 69.3% (n=165) nursing
- 29.6% (n=69) interdisciplinary

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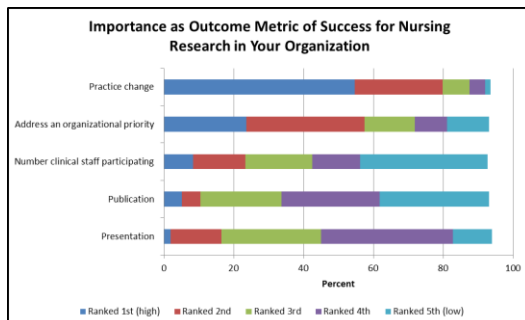
Nursing Research Outcomes



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Outcome Metric of Success



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Barrier Factors in the Organization



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Open-Ended Question: Goals for the Next 5 Years

Top 2 Goals Next 5 Years (Preliminary Findings)



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Conclusions: Council Structure

- Nearly 75% had a research council, for others the EBP council served the research purpose
- Nearly 1/3 had interdisciplinary research and/or EBP councils
- 80% have council size > 10 participants
 - 95% of councils included clinical nurses as participating members; 80%+ included APNs, educators and/or nurse leaders
- 45% have clinical nurse as the chair of the research council
- Functions of the research council include: (1) review and approval of internal nursing proposals; (2) education, through educational programs, mentoring, and assistance with proposals for new researchers; (3) internal dissemination.

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Conclusions: Nursing Research Departments

- 35% of hospitals had Nursing Research departments
- Most common functions include
 - Leading research projects
 - Assisting with proposal development, including literature searches and grant writing
 - Data analysis including statistical support
 - Dissemination including assistance with writing and publication
 - Research education

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Conclusions: Building research skills

- Nearly 40% offer internship/fellowship programs
 - Most mentors are MSN (45%) or PhD (30%) prepared.
- 40% of hospitals have 1 to 5 nurses employed for conducting and supporting research.
- 50% of hospitals have formal partnerships with a School of Nursing to support research
 - 40% had PhD nursing faculty with time allocated to provide research support, most commonly 8 hours or less per week

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Conclusions: Research Supports and Barriers

- Time for nursing research was supported by unit budgets or conducted within clinical time.
 - 40% of hospitals reported that nurses participated in research on their own time
- Many layers of approval for nursing research
- Most common dissemination venue is internal councils.
- Nearly 40% of nursing research departments support funds for conference travel.
- Largest barriers are
 - limited funds for research activities,
 - staff interest in research,
 - on-site support for research.

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Conclusions: Priority Research Outcomes

- Practice change
- Address an organizational priority
- Number of nurses participating

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Conclusions: Opportunities

- Development of research structures
 - Research departments
 - Faculty collaborations/partnerships
- Expand research support
 - Mentored research experiences, fellowships
 - Budgets
- Decrease barriers
 - Streamline multi-layer approval processes
 - Time for research within workload
- Promoting dissemination of local knowledge gained in research to broader audiences.

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Limitations

41

1 or 2 persons reporting for the organization

EBP and research not clearly distinct in some questions

allowing "check all that apply" makes interpretation more difficult

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