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Leadership Collaboration to Enhance Dissemination of Evidence-Based Nursing and Research Across Community Organization Boundaries

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**Background:** The setting for this initiative is a small urban community in a largely rural catchment area in Central Texas. Two distinct integrated health care systems serve the population of this community and surrounding area. The area includes proximity to a major military installation and significant veteran population. The two health care systems operate in the context of a common nursing workforce, patient/family population, and community environment. The nursing recruitment pool is also shared by the two systems and fed by a single BSN/post BSN academic affiliate. Both healthcare systems have similar organizational goals of formal recognition for nursing excellence through either Magnet or Pathway to Excellence designation. The two systems have specific nursing EBP and research efforts with minimum dissemination beyond organizational boundaries within the community. The Chief Nursing Officers for these two healthcare systems and the Dean of the local academic affiliate college of nursing identified opportunity to support potentially competing organization-specific objectives through a joint effort to share nursing best practices and innovations. Leadership vision for this transformational collaboration was to increase support for the mutual goal of improving community health by bringing diverse nursing stakeholders together around a focus on knowledge-driven practice at the point of care.¹,²

**Framework:** Clinical and Academic Nursing Leadership receptivity to collaboration reflects elements of social accountability³ approaches to health care delivery. Through this transformational collaboration, clinicians, students and researchers view their work contextualized within the local community beyond an organization-specific perspective.⁴ The nursing workforce is better equipped to effect health system change as health partners in anticipation of community need. Diffusion of Innovation Theory⁵ provides a framework for addressing commonly cited barriers to adoption of evidence based nursing practices.⁴ Exposure, as peers, to community relevant examples of evidence based nursing practice and scholarly generation of accessible and meaningful nursing knowledge is a practical strategy for engaging end-users in adoption of evidence in practice.⁶,⁷,⁸

**Description:** A joint planning committee, comprised of members from both clinical systems and the academic affiliate, developed a strategic plan for a local event to share nursing practice and research activities with the stated purpose of advancing nursing excellence at the point of care. A call for abstracts was distributed to encourage front line nurses, undergraduate and graduate nursing students, and nurse researchers to submit work for either poster or podium presentations. Abstract guidelines and review rubric were collaboratively developed to accommodate possible differences in nursing scholarship models between the organizations. Each organization provided internal support for abstract preparation. Qualified volunteers for joint abstract review were solicited to insure organizational representation.

**Evaluation:** Initial response to the call for abstracts has been robust with representation of practice and research activities across organizations. Formative evaluation measures for the inaugural collaborative event will include final number of abstracts submitted, abstract rubric scoring patterns, attendance at the event, engagement of local nursing workforce in event activities, and attendee feedback and evaluation of the event. Follow up evaluation measures will include cross organization adoption of practice innovations,
cross organization nursing evidence-based project collaborations, level of interest in continuation of community sharing and dissemination activities, and level of interest among nurse researchers in dissemination and implementation research collaborations.

**Implications:** Collaboration across organizational boundaries to engage point of care nurses in sharing best practice innovation and knowledge generation has the potential to (1) strengthen the culture of inquiry and nursing excellence in each organization, (2) strengthen connections within the nursing community across academic and clinical settings, (3) facilitate best practice approaches to common patient health concerns across settings, (4) enhance and leverage expertise in the nursing workforce, (5) create conditions for innovation and discovery driven by practice based evidence, and (6) provide a model for evaluating community level impact of transformational leadership collaborations.

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**Title:**
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**Keywords:**
Leadership, Community collaboration and Nursing excellence

**References:**


**Abstract Summary:**
This presentation describes leadership collaboration across organizational boundaries to engage point of care nurses in sharing best practice innovation and knowledge generation. In addition to strengthening the culture of inquiry and nursing excellence in each organization, the effort provides a model for evaluating community level impact of transformational leadership collaborations.

**Content Outline:**
I. Background
   a. Description of setting of initiative
   b. Description of impetus for initiative

II. Framework
a. Social Accountability approach to health care delivery
b. Diffusion of Innovation Theory application to adoption of evidence based practice

III. Description

a. Planning committee efforts
b. Abstract solicitation and review
c. Conference activities
d. Evaluation measures

IV. Implications

a. Organizational culture of inquiry and nursing excellence
b. Connections within nursing community
c. Community best practice approaches to common health concerns
d. Nursing workforce expertise
e. Conditions for innovation and discovery driven by practice based evidence

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Professional Experience: Eight years of experience as clinical nurse administrator in large integrated health care system, inclusive of current role as the chief nursing officer. Previous experience as military nurse/nurse leader. Experience with public health nursing practice and research. National and international presentation and publication in community/public health and integrated case management.

Author Summary: Mr. Sisk is the Associate Director Patient Care Services and Chief Nursing Officer of Central Texas Veterans Health Care System, a large integrated health care system with oversight of nursing practice across inpatient, residential, and ambulatory care settings. He previously served as a nurse in the United States Army. He has presented and published on various aspects of public health nursing and integrated case management.

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Professional Experience: Over 20 years in nursing education. Currently Dean and Professor of UMHB College of Nursing. Values education as a nursing specialty and is working towards such recognition on a national level. Area of research is nutrition in older adults and the role of self-efficacy in eating well. Values inter-professional education and research, looking forward to future endeavors. Loves seeing students begin to understand what nursing is all about and their role in the profession.

Author Summary: Dr. Souter is the Dean of the College of Nursing at the University of Mary Hardin
Baylor. She is excited about the possibility of tying nursing research to practice and academia, believing it is a win-win for all stakeholders, that will provide improved patient outcomes.

Third Secondary Presenting Author

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**Professional Experience:** Twenty five years of experience in nursing and nursing administration; currently oversees nursing practice in a healthcare system comprised of 22 hospitals and 400+ clinics. Experience guiding program development in evidence base practice and nursing research. Member of numerous academic-practice councils and collaborations. National speaker on various topics including transformational nursing leadership traits. Nationally published on driving service scores through hard-wiring service.

**Author Summary:** Janice Walker serves as the Vice President/Chief Nursing Executive of Baylor Scott & White Health Central Division. She is a Johnson & Johnson Wharton Nurse Executive Fellow in healthcare administration. Janice has a 25-year career history in health care with progressive leadership roles as both a Chief Nursing Officer and Chief Operating Officer in for-profit and not-for-profit health care entities.

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**Professional Experience:** Forty-three years nursing experience spanning the continuum of care from inpatient to ambulatory health care settings. Completed an MSN in Nursing Administration and has held multiple leadership positions. Diversity of clinical experience has supported professional development of clinical expertise in Ambulatory Care, Emergency Department, Oncology, Psychiatry and other areas. Completed a DNP in 2010 and has advanced excellence in patient care in her current position as VP Nursing Practice providing consultation for evidence based practice across a 22 hospital system.

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