The Impact of Clinical Inquiry on Healthy Work Environments

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Objectives:

- Delineate structures, processes and resources necessary to enculturate clinical inquiry into the work environment
- Identify practical strategies for generating and sustaining influence, excitement and support for nurse-led scholarship
- Describe how the discovery, creation and translation of data-based evidence can enhance nurses’ professional well-being

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“Healthcare organizations can no longer afford for [evidence-based practice] to remain an abstract concept or an idealized competency” (Black, Balneaves, Garossino, Puyat & Qian, 2015, p. 19).

Creating a Preferred Future
Background:

- **Why Should Nurses Engage in Clinical Inquiry?**
  - Integrating evidence into clinical and operational processes is NOT new; Nightingale – 1850s
  - Vital to provide nursing care that is evidence-based and patient-centered
  - Impact of a healthy work environment:
    - Nurses – personal and professional well-being
    - Knowledge evolution
    - Patient satisfaction & outcomes
    - Fiscal sustainability
Significance:

- Nurses working at the point-of-care are the best suited to:
  - Craft clinically-relevant questions (e.g., PICO, research question)
  - Engage in discovery, creation, translation and dissemination of evidence
  - Confluence of evidence-based data (primarily from research studies), experiential knowledge and patient preferences
Creating a Preferred Future:

Capacity Building and Development:

- Dedicated, protected time to participate
- Financial resources
- Infrastructure
- Clinical inquiry knowledge and skills
- Involving the right people
Framework:

- Center for Nursing Scholarship

Strategic Vision (Seven themes):

- Foundation
- Education
- Acquisition
- Creation
- Innovation
- Translation
- Dissemination
Innovations in Nursing Scholarship, Performance Improvement, Research & Evidence-based practice
INSPIRE Teams:

➢ Nurse Clinicians and Leaders

➢ INSPIRE goal statements:
  ➢ Interface with System-wide and Nursing Scholarship Strategic Visions
  ➢ Align with the Center for Nursing Scholarship Strategic Goals
INSPIRE Team Objectives:

- Prioritize clinical inquiry issues
- Provide structure, processes, resources and support for clinical inquiry
- Use evidence and scientific discovery to improve outcomes
- Generate/sustain influence, excitement, support for nurse-driven scholarship
- Delineate a systematic approach for dissemination
- Increase intra-disciplinary, interprofessional and multi-institutional collaboration
Implementation:

Team Meetings:

- Peer coaching
- Value of self-evaluation of expertise
- Common knowledge and skill set
- Educational components (e.g., Johns Hopkins EBP Model, EBP steps, acquisition of evidence, critical appraisal, creation of new knowledge, translation & dissemination)
Implementation:

- INSPIRE Team-Led EBP Projects
- Ben Taub Hospital

What factors facilitate (I) or impede (C) onboarding into practice (O) among recent nurse graduates who work with registered nurse preceptors who migrated from countries where English is not the primary language (P)?
Implementation:

- INSPIRE Team-Led EBP Projects
- Lyndon B. Johnson Hospital
- Among neonates at risk for diaper dermatitis (P) does exclusive breastfeeding (I) versus formula feeding (C) impact pH of stool (O)?
Implementation:

- INSPIRE Team-Led EBP Projects
- Ambulatory Care Services
- What innovative technological pedagogies (I) or conventional teaching modalities (C) impact patient engagement in self-efficacy and self-care (O) among socioeconomically disenfranchised patients with Type 2 diabetes (P)?
Results:

- **Foundation:**
  - Nursing Scholarship Strategic Vision
  - Clinical Inquiry Review Panel
  - INSPIRE Teams

- **Education:**
  - Evidence-based Practice, Research,
    Writing Workshop, INSPIRE Nursing Symposium
Results:

- **Acquisition:**
  - Nursing Reference Center - Plus

- **Creation:**
  - Institutional Review Board
  - Nurse-Led Research Studies
Results:

- **Innovation:**

  - INSPIRE News

- **Translation:**

  - Johns Hopkins Evidence-based Practice Model

- **Dissemination:**
Implications for Practice

- Establishing and sustaining healthy work environments is dependent upon:
  - True collaboration
  - Effective decision making
  - Authentic leadership
  - Meaningful recognition

- INSPIRE Teams have:
  - Provided nurses with tools to make evidence-based clinical decisions
  - Evaluate and improve clinical care
  - Lead organizational initiatives
Questions?

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