Application of AACN Healthy Work Environment Standards to Launch a Clinical Research Partnership

Nico Osier, Bailey Snow, Claire Slote, Catherine Zhang, and Mindy Nguyen
Project overview and goals
Study and Presentation Goal

Study Goal
- Launch a successful clinical-research partnership
  - Obtain buy-in from all relevant stakeholders.
- AACN healthy work environment standards were applied

Presentation Goal
- Share our experience to assist other investigators
Establish a Biobank of an Understudied Condition

Create a Biobank

- Head Injury Cases
- Diagnosis
- Prognosis
- Orthopedic Controls
<table>
<thead>
<tr>
<th></th>
<th>Exclusion</th>
<th>Inclusion</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Aged 5-16</td>
<td>✓</td>
</tr>
<tr>
<td>2</td>
<td>Head injury or orthopedic injury (age &amp; sex matched)</td>
<td>✓</td>
</tr>
<tr>
<td>3</td>
<td>Speaks English or Spanish</td>
<td>✓</td>
</tr>
<tr>
<td>4</td>
<td>Patient has a serious pre-existing conditions (e.g. inflammatory!)</td>
<td>✗</td>
</tr>
<tr>
<td>5</td>
<td>Injury was more than 24 hours prior</td>
<td>✗</td>
</tr>
<tr>
<td>6</td>
<td>Parent/LAR is unavailable</td>
<td>✗</td>
</tr>
</tbody>
</table>
Healthy Work Environment Principles

Effective Decision Making
Skilled Communication
True Collaboration
Appropriate Staffing
Meaningful Recognition
Authentic Leadership
Effective decision making
Key Investigators: Effective Decision Making

- Identification of key players
- Making friends in high places
  - Established investigators
  - Volunteer coordinator
  - On-unit leadership
- Consultations pre-drafting
- Review pre-IRB submission
PI & leaders help students understand

- Inclusion/exclusion criteria
- Regulations and required approvals
- Realities of ED research
  - Patient discharge
  - Fast track rooms
Skilled communication
Clinician Communication: On-Unit Flyers & Attendance at Shift Huddles

Participants Needed for Pediatric Head Injury Study at DCMC

Dr. Osier’s lab seeks to learn more about biomarkers useful for predicting outcomes after TBI in kids.

Inclusion Criteria:
- In ED for a brain injury/concussion <24 hr prior
- Age 5-16
- Family able to read & speak in English or Spanish
- NOT have any of the following:
  - Serious neurological condition (i.e. Down Syndrome)
  - Serious chronic illness (physical or mental health)
  - Previous brain injury

Study involves:
- Collection of blood by RN or tech
- Saliva sample collection at home
  - Postage provided to mail it back
- Periodic completion of self (or parent) reported outcome scale short-forms
- Compensation with electronic gift card
  - Up to $100

Taking care of a patient whose parent/LAR you think we should talk to?
Email: osierlabreadyconsenters@utlists.utexas.edu Call/Text: (412)-506-0449

IRB #: 2018-04-0018
SAT #: CR-18-070
Clinician Communication: Email Newsletter

PEDIATRIC INJURY MONTHLY DIGEST

Osier Omics Laboratory
October 2018

CLINICIAN KUDOS

- Reiterate goals
- Provide updates
  - Enrollment
- Info on how to help
- Clinician kudos

We would like to thank the Nurses (Candace, Kim, Melissa, Mary, Robert, Stephanie, Elyse), Doctors (Dr. Gorn, Dr. Shah, Dr. Allen), NPs (Anne Hagen), Clinical Assistants (Josie), and others for helping us this month!
Student Communication: Multi-model and Multifaceted Approach

- Text Message
- Email (Listservs)
- Google Forms
- Website
- Playposit
- Airtable
- Etc.
Playposit: Reinforces HIPAA Training

Which information below is considered personal health information (PHI)? Select all that apply.

- Admission date: Correct
- Attending physician for that patient
- Signature: Correct
- Birthdate/death date: Correct
- Address/phone number: Correct
- Outfit

Things to ALWAYS Do

1. Closely pre-screen patient census for eligibility
2. Carefully screen patients to confirm inclusion/exclusion criteria met
3. Log out when you are find any excluders or are otherwise done
4. Fill out the screening form - remember to hit SUBMIT!
5. Avoid verbally stating PHI in the clinical site
6. Dress and act professionally when at DCMC
7. Err on the side of caution when it comes to medical records
8. Take your computer and papers with you to the bathroom/coffee shop
9. Report any potential HIPAA violations to Dr. Osier ASAP
10. Remember that Dr. Osier believes in you!
Google Form: Communicates Changes, Track Progress, & Safeguards Against HIPAA Violations

If you find a patient that is within our age range and has a likely TBI or orthopedic injury - go ahead and notify the consenter and tell them you will keep them updated. Then open the chart and confirm inclusion criteria and screen for exclusion criteria.

Should you open the chart? *

***(1) The patient was admitted to the emergency department with a "visit reason" that suggests TBI is possible OR an orthopedic control; (2) the LOS is less than 23 hours; (3) the patient's age is within the range of 5-16 years***

- Yes, all 3 criteria are met - seems like a TBI case or Orthopedic control with the right age (5-16 years) and LOS to be a CASE or an AGE AND SEX MATCHED control (matched against the google sheet)
- No, 1+ of the criteria are not met

Stop at Pre-Screening

Do NOT open the patient's medical record – this patient does not meet the pre-screening eligibility! You should check the Emergency Room's COMPASS table in 10 minutes or so and see if there have been any changes to the patient census!
Patient Communication: 
Reminder Postcards

- Grab attention
- Establish a brand
- Show appreciation
- Promote completion
- Reduce attrition
  - Finding surveys
- Reminders
  - Payment plan
True collaboration
True Collaboration

- PI embodies true collaboration in all aspects of the study
- Shared with ED: goals, support of DCMC, and opportunities
  - Past studies: education increased nurse participation
- Student involvement is challenging but worthwhile
  - They grow as future contributors and leaders
  - Faculty research sparks interest and sets an example
Appropriate staffing
Appropriate Staffing:

Screening/Consenting Calendar & PI Accountability
Establishment of Leadership Roles

Clinical Research Committee

Maitreyi
Clinical Research (CRO)
Fall 2020 (3rd meeting & Summer 2020)

Maintenance & Operations Committee

Phoebe Lay
Onboarding Chair
(Spring 2020)

Addison Allen
Organization Chair
(Spring 2021)

Mariya George
Screening Chair
(Spring 2020)

Mindy Nguyen
Regulatory Chair
(Fall 2020)

Jack Zeitz
Bilingual Chair
(Spring 2020)

Ramsha Jinnah
Data Chair
(Spring 2020)

Chelsea Nguyen
DCMC Follow Up
(Spring 2020)

Kaylee Schnur
Consenting Admin. Chair
(Spring 2020)

Kevin Nguyen
Consenting Training Chair
(Spring 2020)
Meaningful recognition
I don't even know what to say. Thank you for not only the opportunity to serve in your lab but also for the constant support and encouragement. You are by far the best mentor I have ever had, and your constant support just makes me want to work even harder. Even though I don't really have anything to apply to right now, I know that this letter will help me down the road and just reading it made me feel warm and fuzzy inside, knowing that what I am doing is being noticed and appreciated <3 LOVE THIS LAB THANK YOU SO MUCH
Student Recognition: Consenter Bags

- Study Forms (2+)
- HIPAA bag (1)
- Blood draw & blood processing kits (2+)
- Pen (1)
Patient Recognition: Birthday Cards & Participant Incentives

- Birthday cards
- Participant incentives
  - Up to $100
  - Prompt payment
Clinician Recognition:
Thank You Cards, Newsletter, CNO Letter, Treats
Authentic leadership
Authentic Leadership by the Principal Investigator
Glue of the Healthy Work Environment Standards

● Lead by example / actively engage
● Measure & evaluate environment
  ○ Set and maintain standards
● Generating visible enthusiasm
● Self awareness & transparency
● Foster student leadership
Take home message
References

(1) Evans, G., Duggan, R., & D. Boldy. (2013). An exploration of nursing research perceptions of registered nurses engaging in research activities at a metropolitan hospital in Western Australia. The Australian Journal of Nursing Practice, Scholarship, and Research.


THANKS!

Any questions?
Email me at NicoleOsier@utexas.edu &
Follow Me on Social Media @OsierLaboratory