Magnet® Tea: The Journey of a Publication Steeped in Magnet Values

- 2015 ANCC National Magnet Conference ®
- October 7th, 2015
- 11:15am
- C827

Margaret Perry, MSN, RN-BC
Cindy Ward, DNP, RN-BC, CMSRN, ACNS-BC
Danielle Nightingale, BSN RN
Donna Goyer, RN, BS, CPAN, CAPA
Hi everyone!
I’m Margaret
• Commit to clinical excellence through inquiry and evidence-based practice

• Educate to elevate standards of practice and professional growth & development

• Advocate for those we serve through inter-professional collaboration

• Provide safe, high quality patient centered care

• Connect with patients, colleagues and communities with compassion and respect

Career Advancement Program (CAP)

RN II
- 8 points
- 1 each in Research, Education, Advocacy, & Clinical Practice

RN III
- 12 points
- 2 each in Research, Education, Advocacy, & Clinical Practice

RN IV
- 16 points
- 2 in Research, 3 each in Education, Advocacy, & Clinical Practice
Translating Stress to Success

Old Method

Stress Reduction

Bang
Head
Here

Directions:
1. Place on FIRM surface.
2. Follow directions in circle
3. Repeat step 2 as necessary, or until unconscious
4. If unconscious, cease stress reduction activity.

New Method

A FRESH START
NEXT EXIT
To be eligible to apply for CAP advancement the RN must exceed the standards on the 2015 Annual Performance Evaluation. Complete the 2015 CAP Planning Process packet. This is a single page scoring sheet. It is to be used in conjunction with the CAP Scoring Sheet Interpretive Guide which includes points earned.

1. The points requirements for CAP status is:
   - RN II - 8 points with at least ONE in Research, Education, Advocacy and Clinical.
   - RN III - 12 points with at least TWO in Research, Education, Advocacy and Clinical.
   - RN IV - 16 points with at least THREE in Education, Advocacy and Clinical and TWO in Research.

2. Enter an “X” in the YES column if the RN exhibits the listed behavior/performance and provides supporting documentation.

<table>
<thead>
<tr>
<th>RESEARCH</th>
<th>YES</th>
<th>EDUCATION</th>
</tr>
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<tbody>
<tr>
<td>Uses the Iowa model to research a clinical issue and present to co-workers and/or other healthcare providers</td>
<td></td>
<td>Continuing Education reflects 32 hours for RN IV</td>
</tr>
<tr>
<td>Actively participates in research, nursing outcomes, or other quality committees (attends 75% of meetings)</td>
<td></td>
<td>Publishes an education article</td>
</tr>
<tr>
<td>Participates in unit data collection or analysis on a monthly basis</td>
<td></td>
<td>Presents an educational program at organization meeting</td>
</tr>
<tr>
<td>Develops a data collection tool</td>
<td></td>
<td>Actively participates on unit task force shows evidence of committee work</td>
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<tr>
<td>Participates in nursing or medical clinical trials and submits narrative description of the nursing role in the trial</td>
<td></td>
<td>Presents a &quot;live&quot; unit-based educational program</td>
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<tr>
<td>Writes a research or evidence-based practice article for internal or external publication</td>
<td></td>
<td>Maintains membership in 2 nursing organizations</td>
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<tr>
<td>Receives hospital, state or national award in research</td>
<td></td>
<td>Serves as an officer for a professional organization</td>
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<td>Presents research at a local, regional or national conference</td>
<td></td>
<td>Serves as an instructor in a formal educational program</td>
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<tr>
<td>Leads an evidence-based practice project (as approved by manager)</td>
<td></td>
<td>Receives a hospital, state or national award in research</td>
</tr>
<tr>
<td>Leads a research project (as approved by manager), completes and obtains IRB approval</td>
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Giving nurses a new perspective on Research

Meaningful  Professional
Rigorous  Desirable  Exposure
Submission blend

High achievers

Continuing Education

Article critiques
REACH Newsletter
Reaching to expand nursing knowledge and experience with research.

A few words from Carolyn Webster:

This is the 100 year celebration of nursing. Nursing research has played a role from the beginning. At first we just ask why. As we have evolved the questions have become more complex and required that we focus on where we have been and where we need to go to improve outcomes. It is no longer, “see one, do one”. It is now see one > improve it > pilot it > look at outcomes > tweak it > look at new outcomes > tell the world what a difference you have made. Research is how we advance the practice and profession of nursing. What a privilege to be part of an organization that VALUES the contribution our nursing makes, and how exciting to see the nurses in our facility stepping up to the plate and using this opportunity to develop and sharpen their research skills.

From the Editor:

When this newsletter began to take shape, the vision was for a project of a couple of months duration. The plan was to provide a venue for nurses to showcase the development of their skills in the various aspects of research, with academic rigor. The authors needed to know that they had stretched to meet a standard, and had a product of value. The Review Board, who critiqued blinded copies of the submissions, were Advance Practice Nurses at Carilion Clinic. I thank them profusely for their time and efforts on behalf of this newsletter. Without them, there wouldn’t be a newsletter.

Although the vision of “a couple of months’ duration” was grossly underestimated, the ingenuity and dedication of the nurses to embrace research and work to develop their skills is inspiring. They chose articles and topics relevant to their area of practice, and took the feedback offered to heart and improved their work. I thank them for their time, effort and willingness to participate.

This project was initially limited to the 8th PCU pod of 8, 9, and 10. As word got out about it, however, questions were asked about expanding that, and we did accept a submission from a nurse on 8 Mtn ICU.

My hope now is that we can make this an annual publication each fall, and include submissions from any nurses at RMH who are willing to apply themselves and improve their research skills and experience.

Margaret
Magnet® Tea “To Go”

Getting Started

- Resources
- Multi-faceted significance
  - Academic rigor
  - Simulate professional writing submission process
    - guidelines
    - peer review
    - ADD mentoring
- Publish a polished product
- Make them ‘want’ it
Embracing the vision to grow *The Reach Newsletter* into a facility-wide opportunity for nurses to showcase their projects & achievements, the publication was adopted by the Nursing Research Council (NRC) in 2011.
WHO

- Nurses from all areas of CMC
  - bedside nursing to Executive Leadership
  - RN, BSN, MSN, PhD RN, DNP
- Chaired by the Director of Nursing Research & Evidence Based Practice (EBP)

WHAT

- Stemming from Nursing Shared Governance, the NRC is comprised of approximately 30* active members
- Subcommittees:
  - Dissemination (*Within REACH*)
  - Nursing Research Conference
  - Research & EBP Education

WHEN & WHERE

- 3rd Tuesday of each month at Carilion Roanoke Memorial Hospital

WHY

- Promote the conduct, use, and integration of research and EBP as a means to implement better ways to improve the health of the communities served
- Encourage research & EBP
- Educate nursing staff on how to engage in research & EBP
- Support research & EBP through networking, funding & consultation
- Disseminate outcomes from research & EBP locally and nationally

HOW

- Unit/area representatives bring forth research issues, needs, and potential scholarly opportunities for discussion & action
- Reports decisions, outcomes, and actions to Administration
- Assigned strategic initiatives from Administration

*accurate for 2015
Dissemination: Caretakers of *Within REACH*

NRC subcommittee tasked with ensuring uninterrupted dissemination of a scholarly, peer-reviewed professional publication.
Types of Submissions

Brief Article Review
- 500 word summary
  - Citation
  - Overall study question
  - Methods used
- Critique
  - General information
    - Design, sample size, measures, methods, outcomes, clinical or nursing practice relevance
  - Conclusions
    - How applicable to practice
    - Impact of results in practice
- Overall assessment
  - Take-home message
  - Points to share with colleagues
  - Recommendation to peers

Research, Quality or EBP Project
- 500 word review of the project
- Format
  - Background of the problem
  - Goal statement
  - Intervention/Initiative/Activities
  - Participants
  - Outcomes
  - Impact on patient care/ nursing practice
- Correlated facility value
  - Commitment
  - Community
  - Compassion
  - Courage
  - Curiosity
Peer Review

- No rejections
- Revisions requested as needed
- Mentors are provided
| **RESEARCH** | • Lead & mentor nurses in the utilization and conduct of nursing research |
| **EDUCATION** | • Assist with developing and implementing education to support EBP and the conduct of research |
| **ADVOCACY** | • Review, evaluate & recommendation regarding the scientific merit of nursing research studies and assist with identification of priorities for clinical inquiry. Communicates opportunities for & celebrates successes of nursing staff in research & EBP endeavors |
| **CLINICAL** | • Collaborates with nursing staff to identify the need for practice changes, research topics, education & areas for clinical inquiry |
| **HUMAN TOUCH** | |
Unexpected Benefit

• Professional development for reviewers as well as authors.
  – Reviewers learned and grew together.
  – Guidelines for reviewing.
  – Class about peer reviewing and editing.
  – Quality of reviewing evolved and improved.
Magnet® Tea “To Go”

Peer Review
Include nurses from all educational levels on your Peer Review committee, from RN to DNP. Like writing, reviewing & editing are skills that can be learned.
Magnet® Tea “To Go”

Making it work over the long haul

Frequent, consistent communication between authors, reviewers and editor is essential
The number of manuscripts about projects increased.

Informational articles related to research
  – Library resources
  – Ethics
  – Institutional Review Board
Infusion of Carilion Values

- CommUnity
- Courage
- Commitment
- Compassion
- Curiosity
CommUnity

• Working in unison to serve our community, our Carilion family and our loved ones.

Regulated Medical Waste Management & Reduction: A Comprehensive Program in the Emergency Department at CRMH.
By: Sara Wohlford, RN, MPH - Emergency Department/UD4

Excessive amounts of Municipal Solid Waste (MSW) are disposed in the red bags allocated for Regulated Medical Waste (RMW) in the Emergency Department (ED) of Carilion Roanoke Memorial Department (CRMH). RMW is more expensive to treat and dispose of than MSW ($0.26/lb vs. $0.02/lb). A program to reduce misuse was designed with the primary objective of minimizing the risk of disease transmission by decreasing opportunities for patient, visitor, and staff exposure to biohazards through improper sorting. Additional benefits include decreasing costs, maintaining closer compliance with Occupational Safety and Health Administration (OSHA) and Department of Environmental Quality (DEQ) regulations, and reducing our impact on the environment. The framework for the program was based on a model provided by The Healthier Hospitals Initiative (HHI), a national campaign to improve environmental health and sustainability in the health care sector (Healthier Hospitals Initiative [HHI], 2013).

Environmental Sustainability: A Successful Pilot of Biodegradable Bedside Products in the Emergency Department of Carilion Roanoke Memorial Hospital
By: Sarah Wohlford, RN, MPH - CRMH Emergency Department

Author Note:

I have a lifelong passion for environmental sustainability and environmental health. As a Registered Nurse in the Emergency Department (ED) at Carilion Roanoke Memorial, I started to notice opportunities in my practice to reduce waste, improve energy efficiency and cut costs. I noticed products which could be changed to more environmentally preferable options, while maintaining and improving our quality of patient care and patient experience.

My role as facilitator for Carilion’s Green Team Steering Committee afforded the opportunity to bring environmentally sustainable ideas to ED leadership who were immediately receptive and encouraging. I have been able to oversee multiple environmentally sustainable initiatives in the ED. One successful initiative is detailed below.
Courage

• Doing what’s right for our patients without question.

Article Review: The Death Rattle Dilemma
By: Temple Newbold, MSN, RN, CHPN - 10S Palliative Care

Current practice for the management of terminal secretions, most commonly known as “the death rattle”, may not be based on sound evidence nor guided by patient-centered criteria. Fielding and Long (2014) conducted a thorough literature review which validated that evidence to support the use of certain pharmacological interventions for death rattle is inconclusive, and the rationale behind these interventions are rarely based on actual respiratory distress.

Death rattle is defined as “the noise created by the flow of air through secretions in the upper respiratory tract” Fielding & Long, 2014, p.466 and is a well-recognized phenomenon correlated with the dying process. While there are a variety of mechanisms associated with the development of death rattle, it is widely viewed as a buildup of upper respiratory secretions in the oropharynx due to a loss of cough and swallow reflexes as well as a potential rise in M2 and M3 muscarinic acetylcholine receptor activity. Additionally, in a recent study designed to quantify patients’ response to death rattle, it was concluded that there are very low levels of respiratory distress in dying patients and no difference in distress experienced by patients with or without death rattle (Campbell & Yarandi, 2013).
Commitment

• Unwavering in our quest for exceptional quality and service.

Improving Nursing Self-Efficacy in Caring for the Orthopedic Patient
By: Molly Clemons, BS, RN, ONC & Katie Mullins, BSN, RN, ONC - CRMH 9 West (2014 Carilion Nursing Research Research Fellows)

BACKGROUND
Nursing, like medicine, is trending toward a focus on specialties. While resource nurses staff across the hospital, they often do not have as much specialty knowledge to care for certain types of patients as compared to nurses who work only on one unit. Orthopedics is one such specialty. Orthopedic surgeries are on the rise. For example, total knee replacement surgeries are projected to rise from 700,000 a year to 3.4 million, a 600% increase (Kurtz, et al., 2007). Orthopedic nurses have specific standards of care for their patients. While those standards may seem like “common knowledge” to the orthopedic nurse, those who have not been trained in orthopedics may have outdated views. Because of their limited exposure, many nurses are fearful of caring for orthopedic patients. A nurse’s lack of knowledge and self-confidence (self-efficacy) has the potential to lead to safety issues and orthopedic complications such as deep vein thrombosis, falls, infections, limited mobility, and pain control. Bandura’s Social Cognitive Learning Theory states that increased knowledge should play a role in increased self-efficacy. Self-efficacy is defined as a person’s belief in his or her capability to perform successfully a specific task (Stanley & Pollard, 2013).
Compassion
Putting heart into everything we do.

Healthcare with a Human Touch Award
Congratulations to Susan Blankenship, BSN, MS, PCCN - Clinical Educator/NPCU, VCU on being awarded our 2014 Healthcare with a Human Touch award!

Our recipients of the Healthcare with a Human Touch award are recognized by their fellow nurses for excelling at putting patients first and for demonstrating high-quality service.

Where did you go to school and what degree did you earn?
I received my ADN & BSN degrees from Bakersfield State College and my degree in education from Marshall University.

Why did you choose nursing as a career?
I feel that being able to work in the nursing profession is a true privilege and honor. I was driven by a strong passion to serve others in their most vulnerable times in life.

What is the favorite part of your job?
With my current job as a Clinical Educator, I get to experience the best of both worlds-nursing and education. My job offers me great variety and room for professional growth and development. I love that each and every day is different and exciting.

What is your proudest moment as a nurse?
My proudest moment as a nurse was having one of my former students graduate with his BSN. He had been classified as a special education student his entire elementary and high school years. I feel that I assisted him in seeing his true potential in life and he excelled in the nursing program. He has stayed in touch with me over the past several years and has touched the lives of many fortunate patients.

Fun Fact about Susan:
I love to camp and fish. I used to fish bass tournaments with my husband and we were quite successful.
Curiosity
Fostering creativity and innovation in our pursuit of excellence.
A New “Blend”

- Career advancement activities
  - Publications
  - Presentations
  - Grants
  - Educational advancement
CITATIONS & RECOGNITIONS
October 2014 - April 2015

POSTERS


Carter, K., Staykova, M., Clark, R., 2014, October 8-10. Jumping Hurdles Before the Race: Assisting Frontline Nurses to Apply for a Nursing Research Fellowship. 2014 ANCC National Magnet Conference, Dallas, TX


Booth, K., Harvey, E., Hubbard, S., Tilley, T. 2015, January 29-30. We Like to Move It Move It, Progressive Mobility in a NTICU. VHHA 2015 Safety Summit, Richmond, VA


Booth, K., Collier, B., Harvey, E., Hubbard, S. 2015, March 25-26. We Like to Move It Move It, Progressive Mobility in a NTICU. Society for Trauma Nurses Annual Conference, Jacksonville, FL

Taylor, D. 2015, March 25-26. The Electronic Medical Record and trauma resuscitations: Can they coexist at a Level 1 Trauma Center. Society for Trauma Nurses Annual Conference, Jacksonville, FL

Annual Art & Science of Nursing Showcase

Posters, Presentations, and Vendors… Oh My!
2015 Art & Science of Nursing Showcase Winners

Professional
Transient Hypothermia Post-Cardiopulmonary Bypass, Phase 3
Sarah Frazier, Patrel Nobles, Cathy Jennings (Cardiac Services)

Scholarship
The EMR & Trauma Resuscitations: Can They Coexist at a Level 1 Trauma Center
Dallas Taylor, Gary Meadows, Samuel Richardson, Tanya Berbert (Trauma Services, Emergency Services, Technology Services Group)

Visual
There is a “U” in Volunteerism: A Unit’s Journey to CommUNITY Service
Cindy Gillespie & Evelyn Rubongoya (7M VPCU)

Impact on Patient Care
“We Like to Move It, Move It”, How Implementing a Progressive Mobility Program Decreased Fall Rate in the NTICU
Sandra Hubbard, Ellen Harvey, Kathryn Booth, Dr. Josh Rivet, Richelle Flici (Trauma Services, NTICU, Surgical Residency, Physical Therapy)

People's Choice
What’s the Buzz in the Resource Pool?
Brandie Bailey, Sarah Huffer, Tammy Nichols, Ashlee Paxton (Resource Pool)
See Where Our Nurses Have Travelled!

“The World is a book, and those who do not travel read only a page.” — Saint Augustine
Standardized Submission Format

• Background/problem
• Goal statement
• Description of the intervention/initiative/activity
• Participants
• Outcomes
Lessons Learned

• There will be bumps along the way.
• Deadlines may need to be flexible.
• Everything can be changed and improved.
Magnet® Tea “To Go”

Essential Ingredients

• Effective communication between reviewers and the editor is essential
• Support from senior leadership is critical to the success of the publication
Brewing into Future

• No submission deadlines
• Increased to 4 issues + Special Edition
• Guidelines on Nursing Research Website
  – Defines Headers
  – Describes expected content
  – Associated Carilion Value
• Electronic submission format
**Submit your 500 word article below:**

**Author**
Please include first and last name

**Credentials**
- [ ] RN
- [ ] BSN
- [ ] MSN
- [ ] EdD
- [ ] DNP
- [ ] PhD

**Email**

**Co-Authors**

Please include credentials and unit/department

**Carilion Value Associated with Article**
- [ ] Commitment
- [ ] Community
- [ ] Compassion
- [ ] Courage
- [ ] Curiosity

Choose a Carilion value that is best associated with your article.

**Article Submission**
Submit articles in Word format only

[Submit]
Smoothly Brewed

One Pager – Taking the Mystery out of Writing
Smoothly Brewed

• NRC Dissemination team contacts listed as resources

• Consider “Themes” based upon Puzzle Pieces
Education

- Basic Research Education
  - Nursing Research for Frontline Nurses
- Advanced Research
- Appraising & Synthesizing Literature
  - Methods and Statistics
  - Dissemination: Preparing for Presentation, Scholarly Writing
- Leadership Education
  - Nursing Research for Leadership: Tips & Tools
More Next Steps

- Tutorial video for article writing/submission
- Methods to promote article submission
- Recognizing Nursing accomplishments
- Promoting calls for abstracts
Magnet® Tea “To Go”

• Many ways to “Brew” your tea
• Keep exploring new blends
• Take time to enjoy and share your tea
Contact Information

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- Cindy Ward
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