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

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

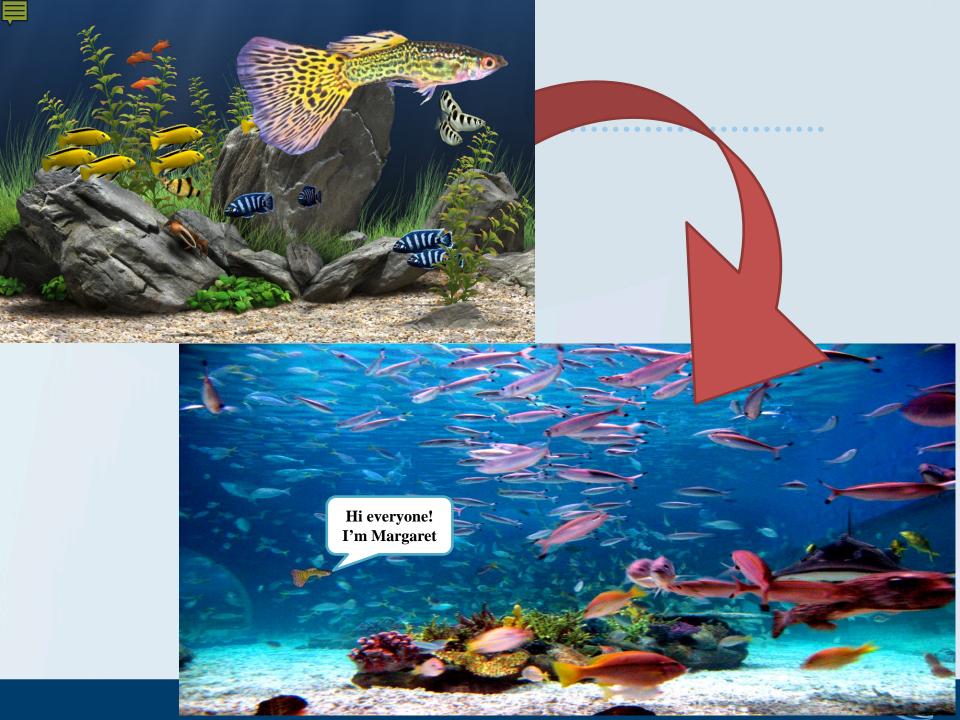


Margaret Perry, MSN, RN-BC
Cindy Ward, DNP, RN-BC, CMSRN, ACNS-BC
Danielle Nightingale, BSN RN
Donna Goyer, RN, BS, CPAN, CAPA



CARILION ROANOKE MEMORIAL HOSPITAI







 Commit to clinical excellence through inquiry and evidence-based practice

#### **E**DUCATION

 Educate to elevate standards of practice and professional growth & development

#### ADVOCACY

 Advocate for those we serve through inter-professional collaboration

#### CLINCIAL

• Provide safe, high quality patient centered care

#### H<sub>UMAN</sub> TOUCH

 Connect with patients, colleagues and communities with compassion and respect







## **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**







# **CAP Scoring Worksheet "Research" Section**

Employee Name:	
ID Badge #.	

#### 2015 CAP Scoring Workshee

To be eligible to apply for CAP advancement the RN must Exceeds Standards on the 2015 Annual Performal completed the 2015 CAP Planning Process packet.

This is a single page scoring sheet. This is to be used in conjunction with the CAP Scoring Sheet Interpretive Guide which is points earned.

The points requirement 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.

<ol><li>Enter "X" in the YES column if the RN exhibitis the listed behavior/per</li></ol>	rformance :	and provides supporting docu
RESEARCH	YES	EDUCATION
Uses the lowa model to research a clinical issue and present to co- workers and/or other healthcare providers		Continuing Education reflect 32 hours for RN IV
Actively participates in research, nursing outcomes, or other quality committees (attends 75% of meetings)		Publishes an education artic
Participates in unit data collection or analysis on a monthly basis  Develops a data collection tool		Publishes an education arti- Presents an educational pro- organization meeting
Participates in nursing or medical clinical trials and submits narrative description of the nursing role in the trial		Actively participates on unit shows evidence of committee
Writes a research or evidence-based practice article for internal or external publication		Presents a "live" unit-based need
Receives hospital, state or mational award in research		Maintains membership in 2 organization
Presents research at a local, regional or national conference		Serves as an officer for a pr
Leads an evidence-based practice project (as approved by manager)		Serves as an instructor for a presents formal education
Leads a research project (as approved by manager), completes and obtains IRB approval		Receives a hospital, state of





## Giving nurses a new perspective on Research

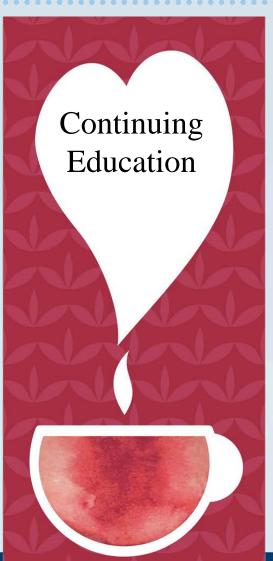


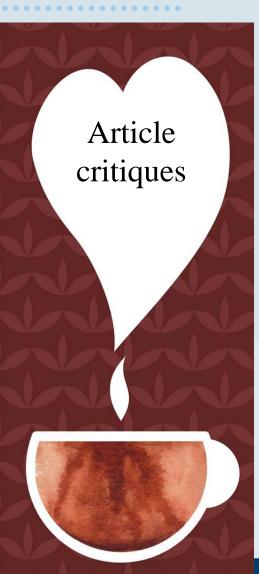




## **Submission blend**













#### Review Board for submissions:

Nancy Altice, DNP, RN, CCNS, ACNS-BC Donna Bond, DNP, RN-BC, CCNS, AE-C Rebecca Clark, PhD, RN Ellen Harvey, MN, RN, CCRN, CNS Cathy Jennings, DNP, RN Phyllis Whitehead, PhD, APRN, ACHPN

#### **CARILION CLINIC**

Authors:

Rebecca Beemer, RN II

Sandy Harris, RN, BSN

Kenneth Lay, RN

Whitney Lynch, RN, BSN

#### **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.

Editor: Margaret Perry, MSN, RN Clinical Educator SICU & SPCU

> Assistant Editor: Dorothy Hall





REACH Newsletter, Fall 2010

#### 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 Mtn 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.





## 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







# A goal without a plan is just a wish!



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

## The "5 W's" (& 1 Hype) of NRC

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

#### **WHAT**

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

#### WHEN & WHERE

o 3<sup>rd</sup> Tuesday of each month at Carilion Roanoke Memorial Hospital

- o 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
- o Encourage research & EBP
- o 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**

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

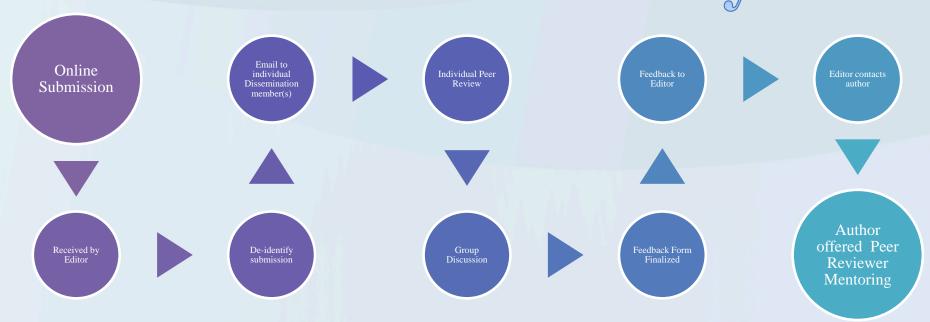




## Dissemination: Caretakers of Within REACH

NRC subcommittee tasked with ensuring uninterrupted dissemination of a scholarly, peerreviewed professional publication.

## Submission Journey





## **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

**E**DUCATION

 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

#### CLINCIAL

 Collaborates with nursing staff to identify the need for practice changes, research topics, education & areas for clinical inquiry

**H**UMAN TOUCH

#### **REACH** model

- embodiment of Magnet values





## **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









## **Content Changed**

- 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.

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**Practical Applications of Nursing Inquiry** 

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 Page 8 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).

**Practical Applications of Nursing Inquiry** 

**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.

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**Practical Applications of Nursing Inquiry** 

#### **Article Review: The Death Rattle Dilemna**

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.

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**Practical Applications of Nursing Inquiry** 

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 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).





#### Healthcare with a Human Touch Award

Congratulations to Susan Blankenship, BSN, MS, PCCN - Clinical Educator/VPCU, VICU 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.



## **Compassion Putting heart into** everything we do.





Curiosity
Fostering creativity
and
innovation
in our pursuit of
excellence.

Page

Practical Applications of Nursing Inquiry

## CONGRATULATIONS 2014 FELLOWSHIP GRADUATES!



L to R: Sarah Waskins, Mary Brewer, Nancy Altice, Amunda Kidd

Somewhere, something incredible is waiting to be known.....

- Dr. Carl Sagan





### A New "Blend"

- Career advancement activities
  - Publications
  - Presentations
  - Grants
  - Educational advancement



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#### CITATIONS & RECOGNITIONS

October 2014 - April 2015

#### **POSTERS**

Akers, P., Morris, D., Sharp, M. 2014, October 8-10. Evaluating Efficiency in Flow of Care Using Time Motion Data Across a Practice Model Transition. 2014 ANCC National Magnet Conference, Dallas, TX

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

Brendel, A., Parker, S., Smith, H. 2014, October 11-15. Reducing Chronic Lung Disease in Transported Neonates with Early CPAP Initiation. AAP Experience National Conference & Exhibition, San Diego, CA

Chalflinch, K. 2014, October 12-16. Implementation of Nutritional Algorithm to Enhance the Pressure Ulcer Prevention Program: Quality Improvement Project. Nursing Management Congress 2014, Las Vegas, NV

Paulus, A., Dickerson, E. 2014, December 11. Does Leadership Intervention on Decreasing Incremental Time Reduce Over-Spending? 2014 6th Annual Lewis Gale Research Day, Blacksburg, VA

Bishop, R., Blankenship, S., Dishner, L., Sayre, S. 2015, January 29-30. Is Safe Care Possible? Mitigating the Risks of Inpatient Suicides in Medical Hospitals. VHHA 2015 Safety Summit, Richmond, VA

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

Obrist, N., Rea, D. 2015, February 4-6. Building Professional Confidence: The Effect of Non-Violent Crisis Intervention. 2015 AAN Quality Conference, Lake Buena Vista, FL

Malik, R., Whitehead, P. 2015, February 25-28, 2015. The Impact of Schwartz Center Rounds on Moral Distress in a Large Healthcare System. 2015 American Academy of Hospice & Palliative Medicine, Philadelphia, PA

Altice, N., Bath, J., Bond, D., Delp, S., Harvey, E., Jennings, C., Lucas, A., Ward, C., Whitehead, P. 2015, March 5-7. The Clinical Nurse Specialist: A Transformational Force for Innovative Nursing Practice. 2015 NACNS Annual Conference, San Diego, CA

Frazier, S., Jennings, C., Nobles, P. 2015, March 9-11. *Transient Hypothermia Post-Cardiopulmonary Bypass: Phase Three.* AORN's Surgical Conference & EXPO 2015, Denver, CO

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

**Delp, S.,** 2015, April 14-17. The Impact of Restorative Nursing Assistant on the Prevention of Deconditioning. 2015 Annual NICHE Conference, Lake Buena Vista, FL





## **Annual Art & Science of Nursing Showcase**

# Posters, Presentations, and Vendors... Oh My!

















## 2015 Art & Science of Nursing Showcase Winners



#### 2015 WON 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.







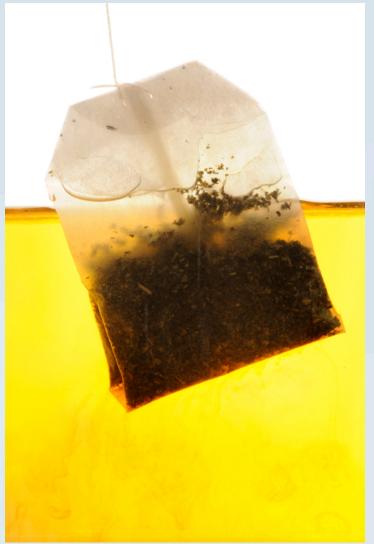
## Magnet® Tea "To Go"



## **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





Please include first and last name								
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Co-Authors *								
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## **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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