



FLORIDA ATLANTIC UNIVERSITY

CHRISTINE E. LYNN COLLEGE OF NURSING

# When paradigms collide:

## Implications for transforming nursing practice

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## Purpose:

to discuss a participatory action research initiative  
report the findings at baseline and 1 year, and  
consider the implications of the research  
findings for clinical practice and the discipline of  
nursing.



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## Objectives:

1. Discuss the findings of a participatory action research project focused on transforming nursing practice in an acute care setting.
2. Describe the implications of conflicting practice paradigms on preserving the practice discipline of nursing.



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- Participatory action research (PAR)
- Partnered an academic organization and a for-profit healthcare organization's critical care practice units.
- Overarching goals for PAR:
  1. Celebrate Expertise
  2. Respond to what matters
  3. Support evolving growth
  4. Connect to theory -- Nursing as Caring

(Boykin & Schoenhofer, 2001)



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## Demographics

|                                   |   |
|-----------------------------------|---|
| Age                               | <b>46 years Mean</b><br>23- 62<br>Range               |
| Gender                            | <b>89%, n=71 Female</b><br><b>11%, n=9 Male</b>       |
| Maximum Nursing Education Nursing | <b>Diploma</b><br>2.5%, n=2                           |
|                                   | <b>Associates Degree</b><br>57.5%, n=46               |
|                                   | <b>Baccalaureate Degree</b><br>33.5% , n=27           |
|                                   | <b>Masters Degree</b><br>4%, n=3                      |
|                                   | <b>Post Masters Degree</b><br>2.5%, n=2               |
| Ethnicity                         | <b>Caucasian</b><br>69%, n=55                         |
|                                   | <b>Hispanic</b><br>13%, n=10                          |
|                                   | <b>Asian</b><br>10%, n=8                              |
|                                   | <b>African-American or Afro- Caribbean</b><br>5%, n=4 |
|                                   | <b>Other</b><br>4%, n=3                               |

n=80 Registered nurses



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- Quantitative
  - Certain Quality Measures
    - Failure to rescue, Pressure ulcers, UTI among catheterized patients, Central line infections and Pneumonia among patients on ventilator
  - 2 web based tools
    - Horizontal Violence Tool
    - Healthy Work Environment Assessment





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- Qualitative

- Weekly Meetings
- Focus Groups
- Interviews
  - Semi-structured Questions Guided
    - Please share a story of caring
    - What was the caring in the situation you just described
    - What went into making that a caring situation
    - What factors do you believe go into quality care



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- **Summary Baseline Findings**
  - Horizontal violence existed
  - There was discontent with current practice environment
  - Staff hoped for positive change
  - There was caring practice without caring consciousness
  - Specified Quality Measures Not Deficient





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| Horizontal Violence Examples         | Sometimes | Occasionally | Frequently |
|--------------------------------------|-----------|--------------|------------|
| Called insulting name                | 6%        | 6%           | 0%         |
| Sarcasm Verbalized                   | 26%       | 17%          | 3%         |
| Work Sabotaged                       | 14%       | 9%           | 0%         |
| Criticized<br>in front of others     | 14%       | 11%          | 0%         |
| Excessively drilled about<br>patient | 23%       | 6%           | 6%         |
| Victimized by favoritism             | 14%       | 9%           | 17%        |
| A Rumor was spread about<br>you      | 20%       | 14%          | 3%         |
| Refused to assist you                | 11%       | 14%          | 0%         |
| Belittled you                        | 14%       | 23%          | 3%         |

45% nurses responded (n=36)



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| AACN HWE STANDARDS        | Baseline |
|---------------------------|----------|
| Skilled Communication     | 1.90     |
| True Collaboration        | 1.62     |
| Effective Decision Making | 2.12     |
| Appropriate staffing      | 1.65     |
| Meaningful Recognition    | 1.82     |
| Authentic Leadership      | 2.27     |
|                           |          |

National standards

1-2.99 =Needs Improvement

3-3.99= Good

4.0-4.99= Excellent

62% nurses responded (n=50)



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- **Findings-after 6 months**

- Energized to influence the practice environment.
- Growing commitment for healthy practice environment.
- Regular collaboration of members of the leadership team and expert seasoned nurses
- Openness to new nurses orientating within unit
- Caring Consciousness apparent in unit and extending to other units
- Specified Quality Measures remained consistent



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- **PAR Challenges**
  - Changing nature of acute care environment
    - Patient Census & Acuity
    - Staff
    - Nurse Leaders
  - Expanding boundaries for PAR



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- Findings 1 year
  - Specified Quality Measures Maintained (Pressure ulcers challenge)
  - **No** significant change
    - Horizontal Violence
    - Healthy Work Environment Assessment
  - Heightened Awareness of caring and enhanced intention to live caring-



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Heightened awareness of Caring & Enhanced Intention to live Caring

| <b>Demonstrating Devotion to patients<br/>&amp; families</b> | <b>Living teamwork &amp; collaboration</b> |
|--|--|
| Practicing beyond average<br>“going the extra mile”          | Asking what is most important today        |
| Responding to what matters                                   | Mentoring New Nurses                       |
| Advocating   | Allowing others to shine                   |
| Listening intently   | Trending quality                           |
| Being selfless   | Valuing diverse ideas                      |
| Supporting education   | Modeling kindness                          |
| Becoming proficient with difficult<br>conversations          | Taking time to understand                  |

40% staff (n=38) responded within  
interviews and focus group





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- Discussion
  - Practice environments **matter**
  - The current quality measures **may not be capturing the fullness of Nursing**

## Paradigmatic Collision



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The findings suggest that current measures of nursing care quality and outcomes do not embrace the focus of the discipline of nursing's unitary-transformative perspective; yet the nurses describe their desired caring nursing practice in a unitary transformative way.

Newman, M.A., Sime, A.M., Corcoran, S.A. (1991). The focus of the discipline of nursing. *Advances in Nursing Science*. 14(1), 1-6.

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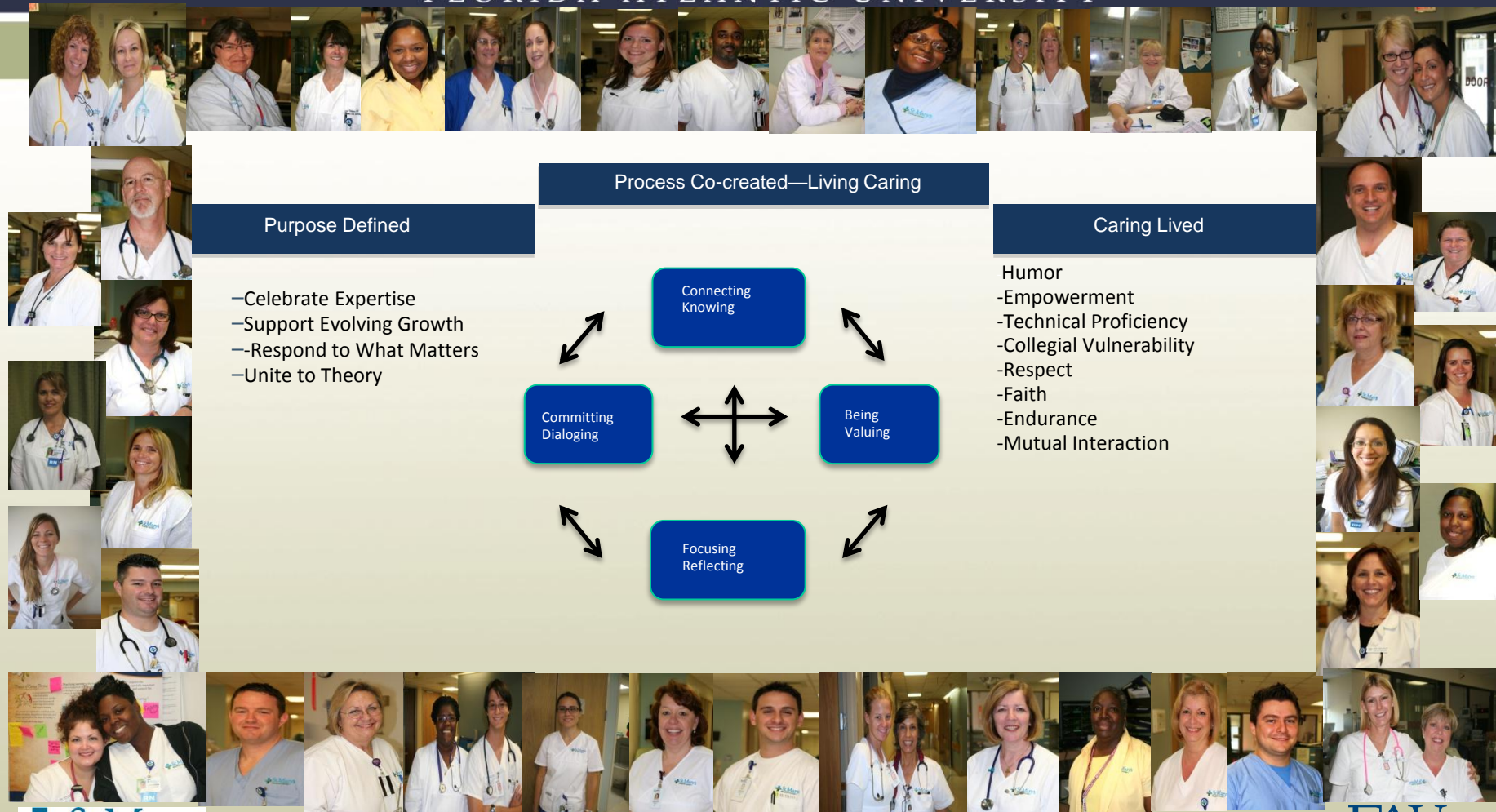
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- Final Thoughts
  - Caring transformation requires
    - Time
    - Dedicated Leadership
    - Awareness and understanding of paradigmatic perspectives for Nursing
    - A shift of consciousness and shift of behaviors



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*IT*

“takes time, courage and a commitment to live  
nursing”

(Boykin, Bulfin, Schoenhofer, Baldwin, & Mc Carthy, 2005, p. 16.)



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- **Comments & Questions**





# References

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