

# Building a Culture of Evidence-Based Practice (EBP) in the ED through RN EBP Mentors

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## Purpose:

This descriptive quantitative study tested the effectiveness of a dynamic registered nurse (RN) mentoring and educational program, facilitated by RN EBP mentors, to introduce, promote, and sustain an evidence-based practice culture among nurses in an emergency department setting.

## Background:

Consistent implementation of EBP leads to high-quality safe care, improved patient outcomes, and reduces costs (Melnyk et al., 2018). EBP empowers clinicians and leads to higher levels of engagement, teamwork, and job satisfaction (Melnyk et al., 2018, Kim et al., 2017). EBP mentors are key facilitators of EBP implementation (Kim et al., 2017, Melnyk et al., 2018, Levin et al., 2011), and make competency possible and sustainable (Melnyk et. Al, 2018).

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## Methods:

IRB approved study funded by two grants totaling \$50,000.00. Convenience sample of ED RN's using pre-test (n=55-61) / post-test (n=27-29) design employed the Organizational Culture and Readiness for System-Wide Integration of Evidence-Based Practice (OCRSIEP), EBP Beliefs (EBPB), EBP Implementation (EBPI), and demographic data questionnaire as measurements. The OCRSIEP measures organizational readiness for and barriers to integration of EBP. The EBPB scale measures EBP beliefs and values. The EBPI measures level of EBP implementation. Pre/ post survey mean scores of individual items compared for statistical significance using t-test.

## Interventions:

- “Uniquely Better Contest”
- 4 Hour EBP Seminar
- Educative EBP “gifts”
- Learning Board
- On-line Self-study Courses

## Results:

Statistically significant individual item increases: Awareness of EBP mentors (t=1.99, p=.05); EBP culture movement (t=3.29, p=.001); steps of EBP process (t=2.28, p=.006); how to measure clinical outcomes (t=2.09, p=.039); access to best EBP resources (t=2.84, p=.006); confidence in ability to implement EBP (t=2.10, p=.039). Sub-scale scores not statistically different pre-post intervention.

## Conclusions and Implications for Practice:

RN EBP mentors demonstrated positive movement in establishing a culture of EBP within an ED. Findings add additional evidence and support findings from previous studies that EBP mentors are effective in building a culture of EBP as well as positively impacting clinician knowledge and skills in EBP.

## References:

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