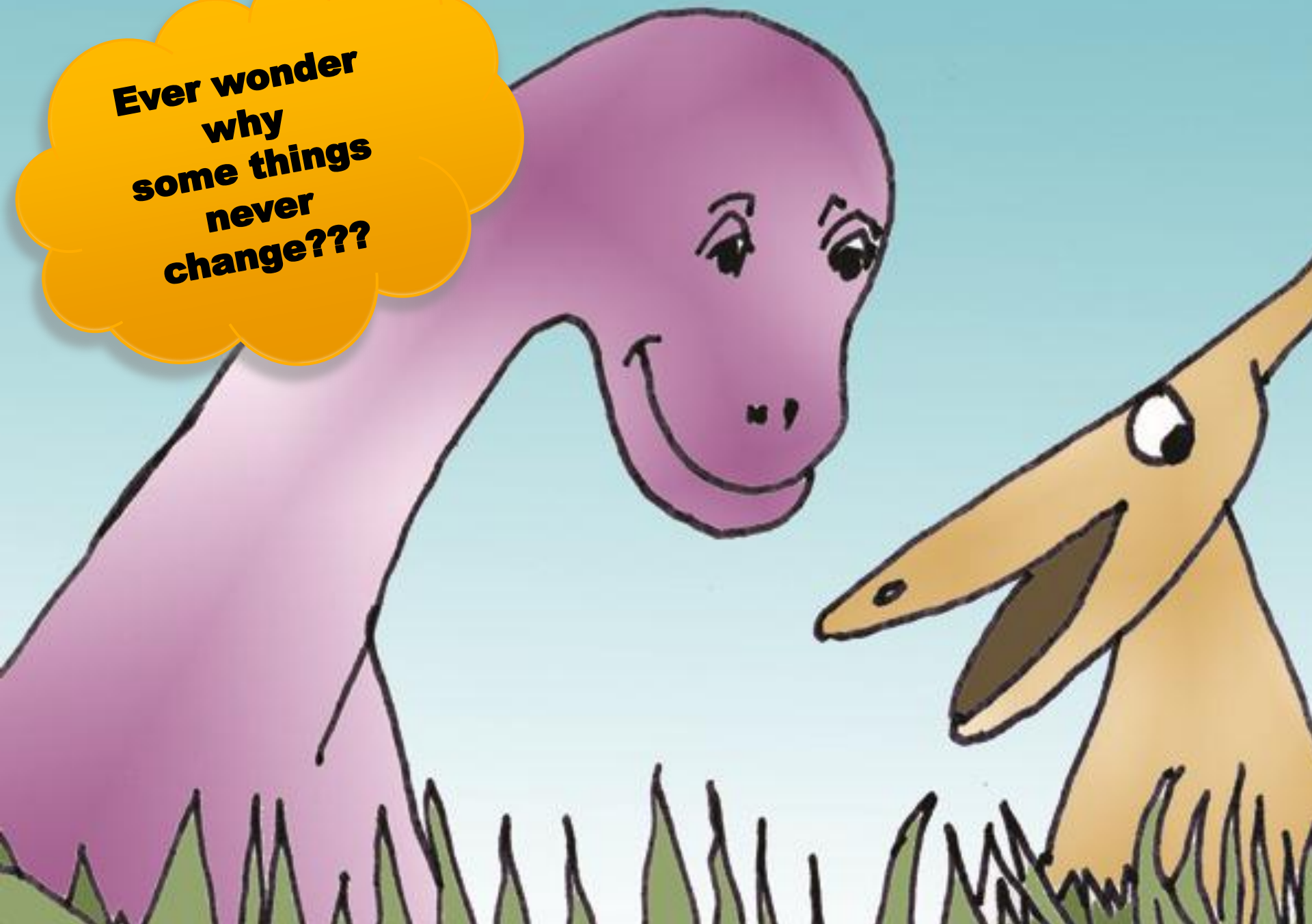


**“DIGGING FOR DINOSAURS”**  
A NOVEL STRATEGY TO  
ENGAGE NURSES IN  
QUESTIONING PRACTICE

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**Ever wonder  
why  
some things  
never  
change???**



# Background & Evidence Base

- Historically nurses' decisions about patient care have been derived from:
  - ritual
  - tradition
  - communication with other nurses
  - knowledge gained in nursing school
  - preferences of medical providers

# Barriers to Evidence Use

- Lack of time
- Lack of administrative support
- Lack of mentorship
- Lack of access to resources
- Lack of confidence in critical appraisal of research
- Poor understanding of research skills and statistics
- Inconsistent basic knowledge

# Top Five Barriers to EBP for Southern California

- Not enough time to read research
- Insufficient time on the job to implement new ideas
- Nurse does not have authority to change practice
- Nurse is unaware of the research
- Amount of research is overwhelming

# Facilitators

- Educational opportunities and mentorship
- Nursing autonomy
- Immediate access, understandable and useful sources of evidence

# Project Description

- The “**Digging for Dinosaurs**” contest
  - Conceived based on an article about “sacred cows” in nursing practice
  - We designed a Digging for Dinosaurs contest to be held during Nurse Recognition Week 2008.

# Our Process: Preparation

- Marketing poster & contest form were created
- Information & forms were distributed 2 weeks before Nurse Recognition Week
- Information was also available on the Education department's website:
  - <http://edr.ucsd.edu/Digging+for+Dinosaurs.htm>



# DIGGING FOR DINOSAURS

Ever wondered why some clinical practices *NEVER* seem to change?

Here's your chance to "dig" for those dinosaur-like clinical practices preserved by the ritual of doing them over and over!!

Calling all Nurses—work on your own or get a team together and...

**Enter the "Digging for Dinosaurs" Contest!**



**Grab your shovel and start unearthing  
ritual nursing practices!**

Find Contest details and Entry Forms found at <http://edr.ucsd.edu>

Click Digging For Dinosaurs

For further questions:

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**Winners will be announced and prizes awarded monthly**

Sponsored by the Research Council

Based on "The Sacred One Contest" by  
Gail H. Brown, RN, BSN

"Digging for Dinosaurs" developed  
by Dr. Caroline Brown, 2008  
Art by Melodie Tene, 2009

# Contest Submission Form

- Contest Submission form
  - Questions as a trigger for questioning everyday practice
  - Help uncover elements for PICO)

# Questions to Encourage Questions...

**Ask yourself some of these questions  
to get you started:**

Why am I doing it this way????

Does it add value?

Improve quality of care?

Improve satisfaction?

Improve productivity?

Improve communication?

Improve motivation?

# Contest Entry form Questions :

- What is the dinosaur-like practice that you are questioning?
- How and when did we start doing it this way and how do others feel about it?
- What are some possible consequences if we changed the way we are doing it
- What alternatives can you suggest to the way we are doing it now???
- What evidence can you find to either support or refute the way we are doing that practice now?

# Our Process: Implementation

- Staff nurses on the research council and on the nurse week planning committee were instrumental in eliciting interest in their practice areas
- Clinical nurse specialists were also a catalyst to engage nurses

# Our Process: Implementation

- Completed forms were submitted prior to an EBP mini-conference on the last day of Nurse Week
- Classes on “Searching the Nursing Literature Effectively” were also held each day

# Our Process: Evaluation

- Database statistics showed over 200 “turnaways” from CINAHL
  - attempted use but finding the system busy for the Cumulative Index for Nursing and Allied Health
  - A highly unusual statistic - indicating many more nurses than normal were at least attempting to use the online resources
- Response rate was 3.1 (total nurses approximately 1000)

# Dinosaurs Unearthed!!!!!!

- Thirty-two submissions were generated
  - Why are patients dressed the way they are?
  - In patients with cardiac disease, does giving cardiac medications as imposed TID schedules compared to pharmacological/physiological scheduling decrease adverse medication responses and increase medication effectiveness?
  - Why do we keep the cervical collar on 24 hours after a patient has been cleared by exam and radiologically?



# Contest Respondents

- Staff Nurses represented the majority
- Clinical Nurse Educators
- Nurse managers
- Performance Improvement Nurses

# Contest Outcomes

- Several submissions developed into promotional projects for staff in the clinical ladder program
- The Contest was a catalyst for a shift in culture
  - In discussions with staff since the contest, comments about how something is a "dinosaur" or "this should be a digging for dinosaurs topic" have begun to occur

# Our Process: Follow-up

- Nursing Outreach Librarian and EBP consultant conducted literature searches for each submission following the contest.
- At least one article was sent to each participant along with a thank-you letter from the Research Council to encourage contestants' queries and potential future interest in evidence-based practice initiatives.

# Our Lessons Learned

- Need to advertise earlier and more widely
- Clinical relief and time off work is necessary so more staff nurses could participate
- Creation of an online submission process in any similar future projects

# Implications for Practice

- An effective way to begin to engage nurses at all levels in questioning practice.
- Spurred an interest in questioning practice.
- Great way to launch a new research facilitator role!!!

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# WANT TO KNOW MORE?

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