Executive Perspective on the DNP

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This work was conducted with support of an NSP II award from the Maryland Health Services Cost Review Commission
Objective

Describe executives perspectives about the contributions of DNPs to the success of the strategic plan
Methods

• Semi structured interviews
  – 60 – 90 minutes
  – 5 CNOs
  – 1 Director of Research, Education & Practice

• Content analysis

• Resultant performance improvement
Valued Competencies

• Leadership
• Evidence-Based Professionals
  – NP
  – CNS
  – Administrators
  – Educators
Education Programs are Maturing

• Early graduates
  – Missed opportunities
  – Needed more leadership development
  – Weak writers
  – Unsuccessful with dissemination (expected)

• Recent graduates
  – Stronger
  – Successful translation
  – Stronger evaluation
  – Successful dissemination
Considerable Role Confusion

• Only NPs?
• Why earn a practice doctorate?
• Practice vs Research
• Bud Lite of doctorates
• Call me doctor
• Make me a PI
Considerable Variability

- Knowledge (curriculum)
- Competence (expectations)
- Rigor (scholarship)
- Analytics (data management & statistics)
Suggestions for Educators

• Increase focus on mentoring
• Increase analytic abilities
• Develop strength in writing & communication
• Screen carefully
• Set high standards for performance
• Emphasize translation from the outset
Key Findings

• DNPs have strong skills which are applied with variable results

• Executives are seeking
  – a proactive approach to improvement
  – significant contribution to the Magnet Journey
  – leadership in EBP & PI
  – meaningful interprofessional collaboration
  – informed expert counsel
Wish list

1. Develop political acumen
2. Teach strategic thinking
3. Develop capacity to lead change
4. Evaluation strength
5. Broad systems thinking
6. Calculated risk taking
7. Prepare to demonstrate ROI
Start-up......

IMPACT