Staff Nurse Role Questioning Practice Locally and Providing a Guide for Nurses Globally

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Objectives & Disclosures

Objectives:

- Describe opportunities for staff nurses to participate in EBP.
- Discuss development of an innovative mentoring role for staff nurses.
- Describe the impact of staff nurse involvement as EBP mentors.

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Background – Practice Environment

- Nurses need to practice to the full extent of their education and training
- Bedside nurses provide care in an environment of continuous change and pressing patient needs
- Care delivery must be evidence-based

IOM, 2011, 2013, 2015; Wallen et al., 2010
Several strategies promote a culture of inquiry and empower staff nurses to participate in EBP.

Mentoring of staff nurse-driven EBP has been the responsibility of the clinical nurse specialist, clinical researcher, or faculty.

- Staff nurses role

References:

Morgan, 2012; Muller et al., 2011; Roe & Whyte-Marshall, 2012; Rutledge & Skelton, 2011; Tuite & George, 2010
Change Agents

- **Definition** – influential people who, based on their role, can impact implementation
- **Examples** – opinion leaders and change champions
- **Strategies** – (local) clinical area, shared governance, and (global) nursing community
  - Academic detailing, audit and feedback, practice prompts, and troubleshooting at the point of care

Cullen & Adams, 2012; Cullen et al., 2012; Ploeg et al., 2010
Staff Nurse Function within Shared Governance

- Purpose of shared governance – offer staff members, at all levels, the opportunity to participate in planning, implementing, evaluating, and revising nursing practice
  - Optimizes participation of nursing staff in the decision-making process
  - Promotes collegial relationships
  - Aims to generate consensus in professional practice matters
Staff Nurse Function within Shared Governance (cont.)

- Co-chair
- Member – clinical expert applying EBP within the governance structure for nurse sensitive quality indicators (e.g., skin, falls, pain)
- Consultant – for committees and informal “go to” for feedback
Committee Members

- Bidirectional communication
- Make EBP actionable in patient care
- Bring clinical issues forward
- Help find resolutions

Example: Unit-based staff nurse champions on the Pain committee impacted patient satisfaction scores in behavioral health areas.
Staff Nurse Mentor Preparation

- EBP project completion
- Recognized clinical leader
- Support from the Office of Nursing Research, Evidence-Based Practice and Quality
Share Learning with Global Nursing Community

- Presentations
- Publications
- Consultation
- Professional Organizations
- Other
EBP Training Program

- Positive impact of staff nurse EBP mentors on a formal EBP training program since 2011

- Roles:
  - Program faculty
  - Participate on project leadership teams
  - Synthesize evidence
  - Design practice change to fit local context
  - Plan implementation
  - Facilitate project management
  - Connect within the infrastructure
  - Navigate challenges throughout the process
  - Consult nurse leaders for troubleshooting

Cullen & Titler, 2004
EBP Training Program
Evaluation

- Staff nurse EBP mentors – effective in promoting a culture of inquiry, adoption of EBP, and improving patient outcomes
- Staff nurse EBP interns reported:
  - Better assistance developing implementation strategies (mean 4.8 vs. 4.3)
  - Adequate support from staff nurse mentors (mean 5.0)
  - *EBP Staff Nurse Internship* helped them grow professionally (mean 4.9 vs. 4.6) compared with cohorts not using this role
Conclusions

- Mentor-led EBP supports evidence-based changes as a means of improving patient outcomes
- Nurses’ perceived barriers to using EBP can be changed with mentor-led EBP projects
- Staff nurses can be successful EBP mentors
Questions/Comments

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