Targeted Strategies to Promote Nursing Faculty Individual and Collective Scholarly Excellence

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Disclosure

Learner Objectives:

1. Identify components within the Conceptual Model of the Georgetown University Department of Nursing (DON) that inform targeted strategies to promote nursing faculty individual and collective scholarly excellence.

2. Explore specific targeted strategies operationalized by the Georgetown University DON and their outcomes to promote nursing faculty individual and collective scholarly excellence.

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Purposes

- To explicitly recognize Georgetown’s vision of nursing that serves as the core of the curriculum
- To guide development of knowledge
- To facilitate understanding and application of nursing science
Conceptual Model of Department of Nursing

- Two distinct elements
  - The CORE, represented by the circle at the center of the model
  - The COMPLEMENTARY PROCESSES, which contribute to and encourage the dynamic process
  - Each of these components is in dynamic motion, individually and interactively.
Conceptual Model of Department of Nursing

➢ CORE: Values Based Caring

- Essential to excellence in health care and practice

- Core values
  - Individual and collective excellence
  - Professional care and compassion
  - Person-centered orientation
  - Commitment to human flourishing, the common good, and social justice.
Individual and collective excellence

- Development and maintenance of a culture that challenges complacency and mediocrity.
- Applies lifelong commitment to learning, excellence in practice, and community and professional service.
Conceptual Model of Department of Nursing

- Professional care and compassion
  - Essential behaviors that embrace patients, families, and community groups (especially the most vulnerable), colleagues and external groups.
  - Provide a solid foundation for collaborative practice.
Person centered orientation and commitment to human flourishing

- Address respect for persons
- Demonstrates confidence for better health care outcomes placed in scientific and technologic advances and in choices humans make for themselves and their communities.
- Recognition and integration of influence of growth and development factors on health care outcomes.
Conceptual Model of Department of Nursing Complementary Processes

- Evidenced Based Practice
  - Conscientious, explicit and judicious use of current best evidence in making decisions about the care of person(s).
  - Practice of integrating an evaluation of the effectiveness of nursing interventions through scholarly inquiry and research utilization.
Conceptual Model of Department of Nursing

Complementary Processes

- Critical thinking
  - Method of problem solving that utilizes a purposeful, systematic approach to thinking.
  - Critical thinkers are characterized by a professional curiosity and demonstrate an organized approach to assessing, prioritizing, and acting to optimize the care of person(s).
Conceptual Model of Department of Nursing
Complementary Processes

- Human flourishing
  - Ability for all patients (persons) to fulfill their potential.
  - Nurses enhance human flourishing by acknowledging and respecting diversity in culture, beliefs, values, and health practices of persons, families, and communities.
  - Human flourishing supports philosophy that all persons have potential and nurses can optimize conditions that maximize possibilities for each human being to uniquely fulfill their potential.
Goal of the Department of Nursing at Georgetown

- To produce graduates who demonstrate great integrity and combine the highest level of scientific knowledge and technological skill with responsible, caring practice.

- This goal requires faculty individual and collective scholarly excellence.
Promotion of Nursing Faculty Individual and Collective Scholarly Excellence

- Operationalize DON Model values via supportive academic environment conducive to promoting faculty individual and collective scholarly excellence

- Broad plan to encompass needs and interests of faculty within diverse undergraduate and graduate programs
  - To meet career needs of faculty at various stages of academic progression
Goals and Targeted Strategies

➢ Promote on campus and distance faculty scholarly publication productivity
  • Department of Nursing Writing Groups
  • Individual mentoring by senior faculty

➢ Support faculty research productivity
  • Faculty Research Interest Groups
  • Operationalization of internal NHS pilot funding
DON Writing Groups

➢ Provide collective support to faculty
  • Move manuscripts to submission and publication
  • Move research proposals to grant submissions
  • Support formation and sustainability of writing teams

➢ Promote culture of scholarly productivity

➢ Assist faculty to turn podium presentations and posters into peer-reviewed publications

➢ Significantly increase the annual number of DON peer-reviewed publications in high impact journals
DON Writing Group’s Progression

- **2012:** DON Writing Group established to review clinical and research manuscripts
  - Manuscript and research proposals at any stage of development

- **2014:** 2 Writing Groups - Clinical and Research
DON Writing Groups’ Process

- **Group Leadership**
  - Research: Assistant Chair, Research
  - Clinical: DON professor with extensive publishing experience

- **Format**
  - Conference call format to promote faculty participation
  - Twice a month for one hour
DON Writing Groups’ Outcomes

- Cumulative publication list to track collective faculty efforts:
  - Journal specialty
  - Impact factors
- Significant increase in faculty pubs over time
  - 2012: (N = 24)
  - 2013: (N = 65)
  - 2014: (N = 50)
Distance Education Faculty Publication Plan

- 2011: Online nursing platform launched
- 2014: 4-year intense faculty scholarly and operational efforts as distance education innovators yielded data for publication
  - Publication teams formed
  - Data retrieval organized centrally
  - Assistant Chair, Research supports/monitors publication efforts for current 14 manuscripts in process and 2 publications
Supporting DON Faculty Research Productivity

- Faculty research interest groups fit into four main areas:
  - Translational research focusing on symptom science
  - Community based participatory research
  - Nursing education science
  - Global health research
Faculty Research Interest Groups

Outcomes

- Faculty publications
- Faculty-student collaborations
- Scholarly presentations
- Promote faculty synergy to incubate ideas for grant submissions
- Establish new and share existing inter-professional collaborations
- Interdisciplinary University-, Federal-, and Foundation-sponsored grant submissions
Symptom Science Faculty Research Interest Group

- Synergizes clinical knowledge and research skills of graduate and undergraduate faculty
- Group members:
  - Family nurse practitioner with cardiovascular expertise
  - Two senior faculty nurse anesthetists
  - Two nurse scientists
    - Oncology clinical nurse specialist with expertise in conducting intervention studies for pain management within active treatment oncology settings.
    - Faculty member with expertise in field of opioid addiction
Community Based Participatory Research: Individual Faculty Mentoring Exemplar

- “Effect of an Academic-Community Interprofessional (IP) Simulation Education Program on Attitudes of Participants Regarding IP Collaborative Practice” (PI, Diane Davis)

- Partnering with a clinical facility in the District of Columbia serving low income population and serving as a DON student clinical site

- Funding Source: 2015 Internal School of Nursing & Health Studies Scholarship of Teaching and Learning (SoTL) Grant
Community Based Participatory Research: Individual Faculty Mentoring Exemplar

- Principal investigator mentored by Assistant Chair, Research
  - Research design
  - Study procedures
  - Evaluation plan
- Mentoring experience led to the faculty PI interest in conducting a future study using a qualitative design
Nurse Education Science Faculty Interest Group

- Expanded from the DON-based faculty interest group to include the School of Nursing & Health Studies (NHS)-wide effort under leadership of recently created NHS Assistant Dean for Educational Innovation.

- New funding stream for proposals for the NHS Scholarship of Teaching and Learning Projects (SoTL) initiative.
Global Health Research

Global health research efforts provide excellent opportunities for faculty and student collaboration

- Collaborations include Georgetown Departments with global health portfolios; Department of State: Irene A. Jillson, PhD
- “Community-based Epidemiology Related to Infectious Disease: Building on Strengths in Afghanistan”. I. Jillson, PI; Supported by Department of State
Summary

- Targeted strategies to promote nursing faculty individual and collective scholarly excellence have yielded positive, measurable outcomes.

- Supporting faculty to work in publication and/or grant teams has increased productivity.
Summary

- Promoting individual and collective scholarship within the DON faculty operationalizes our values through the creation of a supportive academic environment conducive to these goals.
- These successful strategies are congruent with a key unifying Georgetown value of Cura Personalis, “Care of the whole person”.