Creating a Culture of Evidence-Based Practice: A Journey from Vision to Outcomes

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Introduction

- In this turbulent era of healthcare reform, organizational success will be defined in terms of collaborative teams delivering evidence-based, patient-centered care which results in safe, high quality patient outcomes (IOM, 2010).
- Development of evidence-based practice (EBP) knowledge and skills, design of EBP infrastructures, and promotion of a widespread EBP culture is a strategy that can effectively thrust organizations toward achieving their goals (Melnyk & Fineout-Overholt, 2015).
- The Ohio State University Wexner Medical Center (OSUWMC) is a large academic health system in the United States. The nursing infrastructure at OSUWMC aligns nursing quality and EBP through the integration of EBP into the role of the Clinical Nurse Specialist (CNS).
- CNS’s have the skill set to evaluate the current body of literature and determine if there is sufficient evidence to support practice change. The CNS leads EBP through their work with interdisciplinary teams, formulating policies and procedures, and measuring process and outcomes (Campbell & Profetto-McGrath, 2013; Melnyk, Gallagher-Ford, & Fineout-Overholt, 2016).

EBP Implementation Strategies

- Leadership role dedicated to EBP
- Creation of an EBP strategic plan
- Development of a cadre of EBP mentors who are immersed in EBP: Nurse Leaders, CNS’s, Educators and Staff Nurses
- All CNS’s and Nurse Educators attend a 5-day EBP Immersion
- Monthly offering of an 8 hour EBP training course open to all staff
- Quarterly EBP mentor meetings to sustain engagement, update mentors on initiatives and present EBP projects
- EBP competency added to the yearly performance evaluation for Nurse Leaders, CNS’s and Educators
- Re-design of our shared governance councils to include a Research, EBP & Innovation Council
- All shared governance councils have an EBP mentor who promotes EBP and ensures decision are based on evidence and best practices
- Creation of a collaboration site to house our EBP project database
- Creation of 7 Step EBP Tracking Sheet

EBP Projects

**Central Line Associated Blood Stream Infection (CLABSI)**

- **July 14 - Dec 14**
- **Jan 15 - June 15**
- **July 15 - Dec 15**
- **Jan 16 - June 16**
- **July 16 - Dec 16**
- **Jan 17 - March 17**

**Skin-to-Skin Contact (SSC) in the Operating Room Following Scheduled Cesarean Section**

- **July 14 - Dec 14**
- **Jan 15 - June 15**
- **July 15 - Dec 15**
- **Jan 16 - June 16**
- **July 16 - Dec 16**
- **Jan 17 - March 17**

7 Step EBP Tracking Sheet

Ongoing Initiatives

- Yale Swallow Protocol
- Care Coordinator Role
- Nasal CPAP suctioning protocol in the Neonatal Intensive Care Unit (NICU)
- ABCDE Bundle in the Intensive Care Unit (ICU)
- Video Sitter for Patient Safety
- Cleaning and the Use of UV Light in the Burn Treatment Room

Conclusion

- While all of the EBP strategies listed have been beneficial, having a leadership role dedicated to EBP, creation of an EBP strategic plan and the development of a cadre of EBP mentors have been the most beneficial at creating a culture of EBP practice within our organization.

References