

**Title:**

Implementation of Programs and Infrastructures to Sustain Evidence-Based Decision Making and Practice

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**Session Title:**

Building Evidence-Based Practice in a Complex System: The Visionary Approach in the U.S. Air Force

**Slot:**

R 07: Monday, 31 July 2017: 10:15 AM-11:30 AM

**Scheduled Time:**

10:35 AM

**Keywords:**

collaboration, evidence-based practice and outcomes

**References:**

Melnyk BM, Fineout-Overholt E, Gallagher-Ford, L, Kaplan, L. (2012). The State of Evidence-Based Practice in US Nurses: Critical Implications for Nurse Leaders and Educators. *Journal of Nursing Administration, 42*(9), 410-417.

Melnyk, B. M., Gallagher-Ford, L., Long, L. E., & Fineout-Overholt, E. (2014). The Establishment of Evidence-Based Practice Competencies for Practicing Registered Nurses and Advanced Practice Nurses in Real-World Clinical Settings: Proficiencies to Improve Healthcare Quality, Reliability, Patient Outcomes, and Costs. *Worldviews on Evidence-Based Nursing, 11*(1), 5-15.

Melnyk, B.M., Fineout-Overholt, E. (2016). *A test of the ARCC© model improves implementation of evidence-based practice, healthcare culture, and patient outcomes*. Manuscript submitted for publication.

Melnyk, B. M., & Fineout-Overholt, E. (2015). *Evidence-based practice in nursing & healthcare: A guide to best practice* (3rd ed.). Philadelphia, PA: Wolters Kluwer Health.

**Abstract Summary:**

The collaboration and synergy between The Center for Transdisciplinary Evidence-based Practice (CTEP) and the United States Air Force nursing enterprise facilitated the development of strategies set forth from the Institute of Medicine(2001;Crossing the Quality Chasm. Three successful collaborative programs will be highlighted; EBP education, EBP Mentor teams, structured EBP councils.

**Learning Activity:**

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
Discuss initiatives that resulted from a robust academic and hospital setting collaboration.	Describe EBP education program needed to build adequate EBP knowledge, skills and attitude. Discuss successful EBP team activities and attributes.

<p>Discuss effective strategies to build and sustain EBP competence, practice and culture in an organization.</p>	<p>Identify practitioners within an organization that can be developed as EBP mentors. Describe mechanisms to develop specific teams to effectively promote and implement evidence-based practice changes and promote an EBP culture.</p>
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**Abstract Text:**

**Purpose:** To describe the collaborative, innovative work of two organizations that transformed a highly complex, global healthcare enterprise from a tradition-based approach to care to an evidence-based approach to decision-making and care to achieve improved outcomes.

**Methods:** The collaboration and synergy between The Center for Transdisciplinary Evidence-based Practice (CTEP) and the United States Air Force nursing enterprise facilitated the development of strategies set forth from the Institute of Medicine (IOM) (2001) *Crossing the Quality Chasm*. We will present three successful academic and nursing enterprise collaborative programs: 1) educational process for EBP, 2) developing specific teams of EBP Mentors, 3) creating EBP councils.

**Results:** The first program was an effort in collaboration with CTEP to develop the skill set needed for problem-solving that integrates the best evidence from well-designed studies as well as internal evidence with clinical expertise and patient preferences and values to inform practice decisions. As this was a new skill set for our clinicians and leaders, it required structured education in a systematic approach because in order for an EBP culture and environment to be actualized ... “a standardized process must be used for teaching, implementing and sustaining evidence-based decision making” (Melnyk & Fineout-Overholt, 2015). The second initiative was forged from lessons learned from the initial structured education programs, when we recognized the critical importance of leadership participation and support in building effective and sustainable EBP programs. A grant was applied for and awarded to determine if providing an intensive EBP education program combined with a structured follow up Military Nursing Teams composed of representatives from three levels of practice: An Executive Leader, a Clinical Leader, and a Direct Care Clinician was an effective strategy to develop evidence-based competence, practice and culture. The teams that participated in the grant program were from military healthcare organizations from around the globe and represented both inpatient and ambulatory environments. The unique opportunity and the expected outcomes of this project is to demonstrate how these evidence-based Tri-Level teams are effective in changing practice as well as building and sustaining an evidence-based practice culture in their respective organizations. The third initiative focused on the development of an organized EBP structure and process configuration, that included both a centralized EBP core and a facility-based component, would provide the needed support to assure ongoing development and sustainability of an evidence-based approach to care and decision making across the global USAF nursing enterprise.

**Conclusion:** A strategic, planned approach to: building EBP knowledge, skills and attitude; creating EBP infrastructure and support, and; leading an EBP culture can effectively transform highly complex, global healthcare enterprises.