Influencing Nursing Practice: Engaging new graduate nurses in evidence-based practice

Janet Hosking, MSN, RN-BC, CHSE

Katie Knox, MSN, RN-BC
Disclosures

Janet Hosking, MSN, RN-BC, Nursing Practice Leader, Nurse Residency Coordinator
University of Iowa Hospitals and Clinics (UIHC)
No conflicts of interest to report—did receive a small grant to fund completion of study from UIHC Department of Nursing Research and Evidence-Based Practice

Katie Knox, MSN, RN-BC, Lecturer, Nurse Residency Program Faculty Liaison
University of Iowa College of Nursing
No conflicts of interest to report
Learner Objectives

1. Discuss the evolution of a structured nurse residency program evidence-based practice curriculum

2. Relate the concept of self-efficacy to engagement with evidence-based practice
Nurse Residency Program at UIHC

Participates with the Vizient/American Association of Colleges of Nursing (AACN) Nurse Residency Program™ (formally known as University HealthSystem Consortium (UHC)/AACN Nurse Residency Program™)

Commission on Collegiate Nursing Education (CCNE) accreditation achieved in 2012
Program Evolution
EBP Curriculum in the UIHC NRP

Guided by the Iowa Model of EBP (Buckwalter et al., 2017)

EBP curriculum contains:
  • Classroom learning content
  • Small group practice working with an EBP example
  • Discussion of implementation strategies
  • Presentation of resources for a literature search
  • Strategies to guide a critique of the literature

EBP Project:
  • Nurse Residents plan, develop, and complete an EBP project
  • EBP project posters are presented
Study Aims

**Broad question:** How does the Nurse Residency Program’s EBP curriculum and project completion impact the Nurse Resident’s EBP self-efficacy?

**Two specific aims:**
1. Evaluate effects of a 12 month nurse residence program on EBP self-efficacy among staff nurses who complete the residency EBP curriculum and EBP project.
2. Evaluate the level of EBP self-efficacy among existing staff nurses who have one or more years of experience and compare to new graduate nurses at baseline and end of the 12-month program.
Self-Efficacy

Conceptual definition: belief in one’s ability to use resources, take action needed to exercise control over one’s work (Tucker, Olson, & Frusti, 2009)
• Based on the work of Bandura’s (1997) theory of self-efficacy

Operationalized via the EBP Self-Efficacy Scale
• Tool used to measure the level of confidence held by nurses about EBP
• 17 items assessing nurses’ level of confidence in abilities to complete EBP task-specific behaviors
• Identifying nurses’ self-efficacy is an important first step in creating a nursing culture embracing EBP
Pre- and post-testing using the EBP Self-Efficacy Scale (EBPSE) was completed with a group of nurse residents over two years.

• 99 Nurse residents completed the EBPSE pre-residency
• 88 Nurse residents completed the EBPSE post-residency

One-time EBPSE survey of experienced nurses was completed for comparison.

• 173 experienced nurses at UIHC completed the survey
### Table 1. Percent Confidence in Abilities Before and After Nurse Residency Program and Among Experienced Staff Nurses

<table>
<thead>
<tr>
<th>Variable</th>
<th>Matched Residents (n=34)</th>
<th>Pre-Residency (n=99)</th>
<th>Post-Residency (n=88)</th>
<th>Experienced Nurses (n=173)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Change</td>
<td>Mean ± SD</td>
<td>Mean ± SD</td>
<td>Mean ± SD</td>
</tr>
<tr>
<td></td>
<td>Mean ± SD</td>
<td>Range</td>
<td>Range</td>
<td>Range</td>
</tr>
<tr>
<td></td>
<td>p^1</td>
<td>p^2</td>
<td>p^3</td>
<td></td>
</tr>
<tr>
<td>Overall average confidence</td>
<td>25.9 ± 15.5</td>
<td>60.1 ± 18.8 (6–97)</td>
<td>85.5 ± 11.5 (38.6–99.6)</td>
<td>75.5 ± 19.9 (6.4–100)</td>
</tr>
</tbody>
</table>
LESSONS LEARNED

Access
Goals and deadlines
Time to collaborate

Tools
Resources
Thanks to the following mentors and team members:
Jill Valde, PhD, RN
Laura Cullen, DNP, RN, FAAN
Sharon Tucker, PhD, PMHCNS-BC, FAAN
Lou Ann Montgomery, PhD, RN-BC
Ann Williamson, PhD, RN
Nicole Bohr, MSN, RN
Yelena Perkhounkova, PhD
References


References


The Evidence-Based Nursing Practice Self-Efficacy Scale © Retrieved from https://uihc.org/evidence-based-nursing-practice-self-efficacy-scale