Paths to Becoming a Nurse Scholar

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## A Nursing Faculty Member of Today

### What is expected of him/her?

- An educator?
  - *To what extent as an educator?*
- A scholar?
  - *How defined?*
- A publication machine?
- A leader in the profession?
- A game changer?
  - *Play important roles in government policies?*

### The Dimensions

- Teaching
- Research and publication
  - *Which dimension is more important?*
- Leadership, management and administration
- Professional Services

### Which dimension is the most or least important?
My research questions as a PhD student:

• Would the production of a life story book (LSB) as an intervention lead to any changes in the quality of life (QOL- referring to social interactional domain in this study) in residents with dementia in nursing homes?

• If it were useful, could its effects be sustained for six weeks after the intervention?
Fig 1. Lubinski’s Social breakdown syndrome as applied to communication
Fig 2. The Social Breakdown Syndrome as Evidenced by Findings from the Literature

- Dementing disorder Susceptibility
- Personal helplessness Changing communication skills

Labeling of incompetency (evidenced by) Limited communication

Reduction in communication opportunities (evidenced by) Being Avoided, lack of activity

Atrophy of communication skills (evidenced by) Agitated behavior such as inappropriate response, screaming

Reduced communication initiatives (evidenced by) Sit quietly most of the day
Fig 3. Merits of the LSB as an Intervention as suggested by the Literature
Fig 4. Postulations of the Study’s Conceptual Framework
Key Findings from my PhD Study

Findings & Discussion

• Enhanced social QOL is possible through the LSB intervention
• Appropriate care is possible only through knowing the person
• Caring is relating, which occurred at a deeper level through the intervention

Conclusion

• Our current knowledge about dementing disorders may be unlikely as yet to lead to treatments with an impact on the onset and progression of these illnesses (Ferris & Mittleman, 1996).
• As yet, it becomes essential to develop effective psychosocial interventions that can promote the well-being of those suffering from this tragic disorder.
Output of my PhD Study

Awards

• Lai CKY, Chi I & Kayser-Jones J. Second Place in the 2003 International Psychogeriatric Association Research Awards in Psychogeriatrics
• Lai CKY - “Adopting a Life Story Approach in Caring for Older People, was selected as the 2004 recipient of the Research Dissemination in Nursing Award for Region 1, STTI
• Lai CKY - “Improving the Quality of Life for Nursing Home Residents with Dementia: A Life Story Approach,” was selected as the 2004 recipient of the Research Dissertation Award for Region 1, Honor Society of Nursing, Sigma Theta Tau International (STTI).
• Recipient of the Outstanding Research Postgraduate Student Award 2002-2003, the University of Hong Kong. Awarded December 2, 2004 for the dissertation entitled “Improving the Quality of Life for Nursing Home Residents with Dementia: A Life Story Approach.”

Publications

• Lai CKY, Chi I & Kayser-Jones J. (2004). A randomized controlled trial of a specific reminiscence approach to promote the well-being of nursing home residents with dementia. International Psychogeriatrics. 16(1), 33-49. DOI: 10.1017/S1041610204000055.
• Lai CKY & Chung SF. (2008). The Chinese version of the Cohen-Mansfield Agitation Inventory. In V Lou & KW Boey (Eds.) Handbook of measures for the Chinese elderly (pp. 92-101). The Sau Po Center on Ageing, the University of Hong Kong (HKU). Publication is in Chinese.
Outcomes from my PhD Work

International Collaboration

• Steering Group for the Development of Non-Pharmacological Therapies in Dementia care, Spain (with a focus on Music Therapy to begin with); Sponsored by the Maria Woolf Foundation for Alzheimer’s Disease.

Publication

My Research Program Development: A Macro Approach

For the promotion of wellbeing and quality of life of older people in diverse care settings

Intellectual impairment

Care of people with dementia & their families

Instability

Restraint reduction & falls

Incontinence

Continence management

Research program addressing the 3 ‘Giants’ in the Care of Older People
How do I, as a nurse and a researcher, bring changes to the healthcare environment?

(1) Through examining the effects of intervention programs using randomized controlled trials to build up evidence.

(2) Through iterative cycles in research and through engaging stakeholders in the translation of evidence into practice.
Phases of Translation Research in Medical Sciences

**Thornicroft et al. (2011)**

Fig. 1. Five phases and three blocks in the translational medicine continuum.
## A Model of Translational Research

<table>
<thead>
<tr>
<th>Stages (Grady, 2010)</th>
<th>Studies/Projects</th>
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<tbody>
<tr>
<td>1. Early translation – develop &amp; test intervention</td>
<td>PhD work</td>
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<tr>
<td>2. Late translation - test in larger clinical trials</td>
<td>Multi-centre trials in community settings</td>
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<tr>
<td>3. Adoption into practice – disseminate intervention to healthcare providers by, e.g. guidelines, education</td>
<td>Through working with NGOs</td>
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</table>
### Life Story Work for (Cognitively Intact) Seniors in the Community: Issues and Challenges (2010-2012)

#### An example of a late translational study

<table>
<thead>
<tr>
<th>Process</th>
<th>Recruitment and consent</th>
<th>Random Assignment</th>
<th>Data to collect</th>
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<tbody>
<tr>
<td>Preparatory Stage</td>
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<td>Facility data</td>
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<td>Resident data</td>
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<td>Staff data</td>
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- **Control group**
- **Comparison group**
- **Intervention group**

**Data collection process:**

- **T0:** Preparatory Stage, 4-6 weeks
- **T1:** 6 weeks
- **T2:** Continuous cycle until the sample size requirement was met

**Funded by Research Grants Council, HKSAR**

**National Hartford Center of Gerontological Nursing Excellence**

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- **Resident data**
  - Demographics
  - SES
  - WIB
  - RAI-ADL
  - MMSE

- **Staff interview**
<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
<th>Trained</th>
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<tbody>
<tr>
<td>May 2004 &amp; Aug 2005 (Post-PhD)</td>
<td>Workshop Series on “Improving the well-being of elderly people using the life story approach (Part I &amp; II),” hosted by the Sau Po Centre on Ageing, The University of Hong Kong</td>
<td>70 social workers and some nurses from different NGOs and care settings in Hong Kong</td>
</tr>
<tr>
<td>2005 - 2006</td>
<td>A series of workshops for the Evangelical Lutheran Church of HK (NGO)</td>
<td>~ 50 social workers and SW students</td>
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</table>
About “INSTABILITY” - “RERAINT REDUCTION”
Findings from my Restraint Reduction Study

Findings

• There was a significant increase of intermittent restraint rates post-intervention.
• There was a significant decrease of continuous restraint rates post-intervention.
• There was a significant increase in the use of bedside rate post-intervention.

Implications

• Management support is crucial, probably more crucial than staff education.
• Repeated cycles of education is needed for reinforcement of behavior.
• Point prevalence results indicate that there was some room for improvement in using restraint alternatives.
• Family education and involvement can help the health care team in boosting restraint reduction.
• Ward case conferences is a good avenue for restraint reduction as they do produce a high level of impact.
• The efforts in restraint reduction should be multi-disciplinary.
Output & Outcomes of the Restraint Reduction Study

Publications


International Collaboration

- Bleijlevens et al. (2010-2013): Dephi study on a renewed definition of physical restraint
  - Publication:

Local with interRAI Hong Kong

- Publication
Li Wing On & Lai (2009). The use of physical restraint in acute medical setting: A case study on the perspectives and practices among health care professionals

Findings:
- Physical restraints were used unnecessarily >60% of the time
- Limited involvement in restraint use among medical staff and allied health professionals; mostly only the nurse was involved
- Inadequate monitoring and documentation while patients were put on restraints
- Patient were observed to exhibit behavior of apathy and helplessness

Conclusion:
- Limited collaboration among various disciplines in restraint use
- Patient management was mainly disease-focused
- Quality of psychosocial care was poor
- Promote multidisciplinary awareness and restraint assessment and reduction efforts should be able to produce results
Use of physical restraint: a traditional nursing practice revisited within an action research framework - Results
(Dr. Maria Chui, 2010)

Prevalence rate of trunk and limb restraint – Female participating ward

Prevalence rate of trunk and limb restraint – Male participating ward

Most Recent Work Related to “INSTABILITY”

On Restraint and Falls

• Lai et al. (2015-2016, funded by the Yuen Yuen Institute Social Services Department): A study to review clinical practice issues of the aged homes of the Yuen Yuen Institute to enhance quality residential care.

• **Publication:**

On Fall Prevention & Management (PI: Dr Justina Liu)


• **Publications:**
On ‘CONTINENCE MANAGEMENT’
Aim: To examine the long-term effect of PV in managing UI among NH residents

This study provided some answers to translational research.

The literature suggested:

- To test the effect of empowerment approaches
- To identify effective strategies for staff training
- To identify unique barriers and effective strategies

Our study found:

- Education corrected concepts & changed attitude & perception
- Besides theory & practice, assessment to assure clinical competency was important
- Understanding the barriers would help to modify the intervention

Roe et al., 2004
Empowerment Through Staff Training

In-service classes and hands-on training

- Interactive lectures (knowledge about UI, UI care, PV)
- Demonstration by role plays
- Discussions to clarify concept
- On-site (bedside) skill training and supervision
- Ascertaining learnt skills using a checklist
Results in the Longer Term:
Continuation of PV Programme in the Study Sites

Continued

Planning
To implement the program after renovation

Discontinued
Nurse-in-charge resigned
On ‘INTELLECTUAL IMPAIRMENT’
A Train-the-Trainer approach is adopted to develop capacity for both healthcare staff and family caregivers.

The Study on MWM – A Sustainable Implementation Design

Project

Music therapist

Staff

Deliver the Intervention

Trains

Train

Formal caregivers: frontline & management staff

Family caregivers

People with dementia

Family caregivers

People with dementia

Beyond the Project
## Output of the MWM Study

### Performance
- E-book
- 125 sessions of training
- 5 public education events
- 6 professional training & knowledge dissemination events
- 3 publications

### Achievement
- 95 participating dyads
- 10 NGOs (16 service centres)
- 86 staff members trained
- 800 seniors benefited (beyond the project)
- 1200 members of the public became aware
- Attracted international attention – visited by Korean team

### Future
- The Foundation indicated interest to support the next phase of the project - for further dissemination of the research protocol
- Provide consultancy services to collaborating partners
Award

Recipient of a Merit Award from the PolyU Distinguished Knowledge Transfer Excellence Awards for 2017 held once every 5 years in the category of Community Excellence.

Publications

<table>
<thead>
<tr>
<th><strong>Aim</strong></th>
<th>To work with community organizations to improve the psychosocial wellbeing of the dyads through <strong>further promotion of the evidence-based MWM intervention model and protocol</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>New elements</strong></td>
<td>Develop contractual agreement with collaborating NGOs on 1. structuring a system for capacity building of the centre staff 2. developing the means to sustain the interest and capacity of families</td>
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<td>Build up a mobile voluntary support team to support the caregivers to adopt and sustain the intervention</td>
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<td><strong>Ultimate goals</strong></td>
<td>Create a supportive culture for people with dementia (PWD) and their families</td>
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<td>Develop further evidence on the effect of the intervention</td>
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About Creating a Track Record in Securing Grants

Requisites

1. To conduct good research
2. To maintain progress and deliver committed deliverables in the agreed timeframe
3. To report completed research
4. To try and retry, and yet again retry to secure funding
About Creating a Track Record in Securing Grants

**Requisites**

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**Looking at My Track Record**

- Life Story Work research ->
- Wandering ->
- Online Resources for Dementia Care ->
- Work on restraint reduction
- Model Nursing Home > will secure 3rd grant from the Yuen Yuen Institute (NGO)
- Music-with-movement > been invited to continue with 2nd phase of the study (Charitable Foundation)
- Pok Oi Hospital (NGO) > will secure 2nd grant
The Track Record

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How do I progress along my journey?

‘Baby’ Steps
- Publishing in local journals & newsletters
- Writing for grants mainly as a principal investigator (PI)
- Reaching out to communities (NGOs & professional associations)

Intermediate Steps
- Publishing in local & international journals
- Writing for larger grants & with interdisciplinary team members
- Serving on boards & executive committees of NGOs & professional associations

Maturing
- Publishing in international journals with IF
- Maintaining a certain no. of publications in local journals & book chapters
- Writing for large grants and be co-I of other professional associates’ grant proposals
- Continuing my community service both locally and internationally, but becoming more selective
The research methods that I used...

**Initial Work**
- Surveys
- Descriptive explorative studies
- Instrument validation
- Prospective interventional trial

**Intermediate Period**
- Cohort study
- Intervventional trials
- Systematic reviews
- Multi-centre randomized controlled trials
- Set up an advanced practice nurse clinic

**Current State**
- Quality improvement study
- Mixed methods design
- Implementation/translational research
- Action research
Quotes from Bill Gates

• “Don't compare yourself with anyone in this world...if you do so, you are insulting yourself.”
Quotes from Bill Gates

• “Don't compare yourself with anyone in this world...if you do so, you are insulting yourself.”

• “Most people overestimate what they can do in one year and underestimate what they can do in ten years.”
• There are no fast returns in scientific work, but academics are expected to produce output that has a quick impact.
Challenges in Academic Life (1) – Outstanding Performance

• There are no fast returns in scientific work, but academics are expected to produce output that has a quick impact.

• “(Annualized returns 1926-present)...through 2014, the S&P 500 had an average annual return of 10.12% and the 20 year average is 9.85%” (Peter Dunn Dec 31, 2014)

Source: https://petetheplanner.com/what-rate-of-return-should-you-expect-on-your-investments/
The success rate is similar in Hong Kong for Research Grants Council funding.

Challenges in Academic Life (2) - Running Against the Current

• The current milieu does not favor the dissemination of negative findings in research, but science is supposedly about discovering ‘facts/truths’ about the world around us.
Challenges in Academic Life (2) - Running Against the Current

- The current milieu does not favor the dissemination of negative findings in research, but science is supposedly about discovering ‘facts/truths’ about the world around us.

  - Franco et al. (2014, published in *Science*) used a Time-sharing Experiments in the Social Sciences archive of ~250 peer-reviewed study proposals conducted using nationally representative samples.

  - Only 10/48 (21%) null results were published, whereas 56/91 (62%) with significant results did.

Universities focus on the development of cutting-edge knowledge, but in real life do those whom we serve always require cutting-edge knowledge?

**Example 1**
- A nurse consultant in a hospital in Hong Kong is studying whether physical restraints are associated with falls.

**Example 2**
- In some hospitals in Hong Kong, patients who are not mobile or independent are asked to put on adult diapers.
Such is why I took to a macro approach in the development of my research program.

For the promotion of wellbeing and quality of life of older people in diverse care settings.

Research program addressing the 3 ‘Giants’ in the Care of Older People.

- Intellectual impairment
- Instability
- Incontinence
- Continence management
- Restraint reduction & falls
- Care of people with dementia & their families
<table>
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<tr>
<th>Dimension</th>
<th>Indicator(s)</th>
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<tbody>
<tr>
<td>Educator</td>
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<tr>
<td>Researcher</td>
<td>• Papers published in peer-reviewed journals of high impact factor  &lt;br&gt;• Obtained patents or research awards &lt;br&gt;• Successful in external competitive grants &lt;br&gt;• Secured high level consultancy projects &lt;br&gt;• Mentor junior faculty &lt;br&gt;• Develop a critical mass studying a key and innovative area of research that likely to be of world acclaim if successful</td>
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<tr>
<td>Practice Leader</td>
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<td>Policy Advocate</td>
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Getting There

• Takes time, at least for most people
• Takes strategizing
• Entails hard work, really hard work!
• The pressure is relentless so we need to learn how to manage our work life in order not to be overwhelmed and be ‘consumed’
• Can be fun too; need to make it something enjoyable
• Be appreciative of what you have; no one likes to give chances to people who do not like their job
• Have hope! Strategize, work hard, no need to be ‘calculative’ all the time. Life unfolds in mysterious ways.
My Growth and Development – Closely Tied to OUR Growth & Development

2005 As a Ageing & Health Research Group

2006
Our Growth & Development

2007

2008
Our Growth & Development

2009  Still an Ageing & Health Research Group

2010  As a Group within the Adult Nursing Division
Our Growth & Development

2011

2012 We are now a Centre!
2013

Mini-Retreat with Advisors & Affiliated Members  Jun 3, 2014

Nov 2014: We became a member of the National Hartford Centers of Geriatric Nursing Excellence
Centre of Gerontological Nursing

2015

Inaugural Conference, 2016
No matter what kind of scholars we want to be after considering our options,

Is the path being chosen in alignment with our aspirations and life goals?

Who we can become, can only be based upon who we are.
Above all ...

Commitment and perseverance is the key.
Thank you.

Claudia Lai  claudia.lai@polyu.edu.hk