

Creating a Climate for Inquiry at the Frontline of Patient Care

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INTRODUCTION

Problem. Nurses enter practice with varying education levels presenting the profession with challenges – among these clinical decision making skills associated with research and evidence-based practice (EBP) can exceed a nurse's educational exposure. Many staff nurses are practicing with diplomas or associate degrees, and depending on their years of experience, may not have been exposed to research and/or EBP concepts. Clinical inquiry is crucial to these processes.

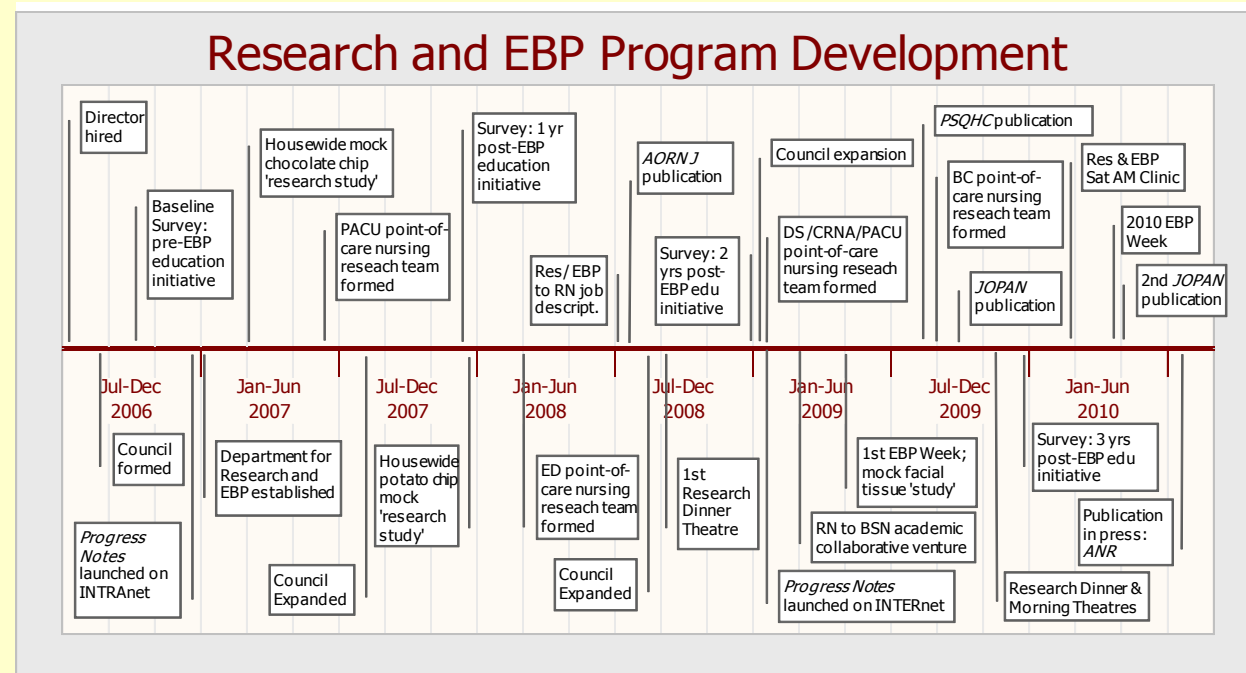
Evidence. Ponder the volume of research, carried out by academicians, which frontline nurses do not read and thus has not made its way into practice. Yet the use of best research evidence to inform clinical decision making empowers nurses to transform their practice.

Strategies. The chief nursing officer and nursing leadership at this 258-bed, Magnet, community hospital took an innovative approach in hiring a research scientist to develop a research and EBP program for its nurses. A point-of-care model (1) involving teams of nurses, mentored by the program director or an experienced advanced practice nurse, was implemented.

RESEARCH & EBP PROGRAM

PROGRAM STRUCTURE

- **Department for Research and Evidence-Based Practice:** result of administrative directive to enunciate research and EBP
- **Research and Evidence-Based Practice Council:** comprised of 9 nurses, who serve as coordinators, educators & mentors
- **Clinical Research Review Board:** federally registered IRB established to review noninvasive clinical research proposals
- **Education Courses and Activities**
 - **Interactive Courses:** Let's Get Cooking with EBP, Searching the Literature, Appraising the Literature, Grading the Evidence
 - **Online Courses:** EBP101, EBP201
 - **Annual Activities:** Research Theatre, EBP Week, Clinic
- **Job Performance Expectation:** research and/or EBP competency added to RN job description effective July 2009
- **Communication Vehicle:** monthly online newsletter, *Progress Notes*, highlights research & EBP initiatives



NURSING RESEARCH POINT-OF-CARE TEAMS

Overview of Research Process



Birthing Center

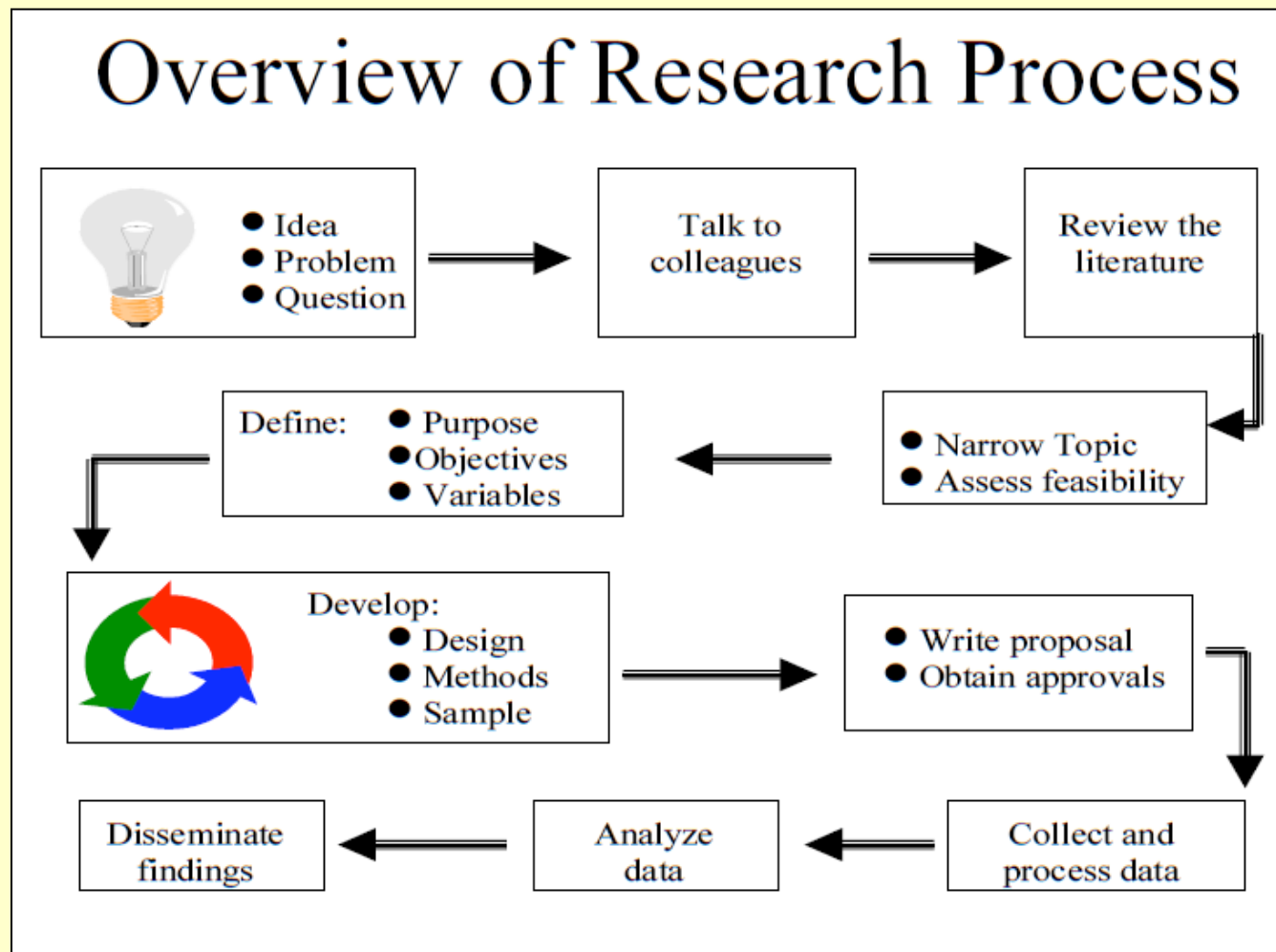
PACU



Emergency Dept



DS/Anesthesia/PACU



KNOWLEDGE GROWTH

Question Theme	2006 % n=138 (N=219)	2007 % n=71 (N=104)	2008 % n=154 (N=210)	2009 % n=138 (N=205)	2006 vs. 2009 Δ (increase) (decrease)
Decision making method most used					
Trial and error	0	2.8	0	0.7	Slight
Recommendations from others	39.9	12.7	11.7	6.5	6.14-fold
Tradition	10.9	1.4	1.3	0.7	15.5-fold
Best evidence	49.3	83.1	87.0	92.0	1.86-fold
Confident performing literature searches					
No	16.7	16.9	19.5	13.8	1.21-fold
Yes, confident	44.2	42.3	39.6	27.3	1.62-fold
Yes, with assistance	39.1	40.8	40.9	51.2	1.31-fold
Confident interpreting research literature					
No	31.9	43.7	37.7	55.8	1.75-fold
Yes	68.1	56.3	62.3	44.2	1.54-fold

- Anonymous electronic surveys launched annually
 - pre-education initiative survey: 2006
 - post-education initiative surveys: 2007, 2008, 2009
- Direct care nurses reported use of best evidence for decision making has nearly doubled since program inception from 49% to 92%
- Awareness of what frontline nurses know regarding their literature searching & appraisal abilities has become more realistic over time

SUMMARY

- ~20% of nurses are engaged in research demonstrating frontline nurses are indeed highly motivated to improve their clinical practice
- Council members are mentoring nurses in research and EBP
- Nurse researchers' national recognition since program inception:
 - 3 poster presentation awards: 16th National EBP Conf., Iowa City; 55th Annual AORN Congress, Anaheim; 9th Annual EBP Conf., Phoenix
 - 1 podium presentation finalist: 2008 International MUSE Conf., Dallas
 - 1 publication award: *AORN J* 2008 Writers Contest Winner

Recommendations. Utilizing a program model that takes into account common research barriers (2) voiced by nurses, e.g., lack of time, lack of resources, and lack of knowledge, is vitally important. The support of nursing leaders who are responsible for allocating the resources required for creating a climate for clinical inquiry is required.

Lessons Learned. Frontline nurses demonstrated they were capable of making practice changes. Practical clinical questions were asked and answered through systematic study in the absence of formal research training under the direction of a mentor. CVMC is pioneering a workable solution to a profession-wide problem.

Bibliography

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We are proud of all nurses in the organization who have stepped out of their comfort zone to participate in nursing research studies and/or EBP projects, and we gratefully acknowledge our colleagues on the Research and EBP Council.

Nursing Research Team	Title of Research Study	Status and Accomplishments
PACU	The Impact of Music on the PACU Patient's Perception of Discomfort	Study findings disseminated: national meeting poster presentation, guest & peer-reviewed journal publications
Emergency Department	Comparison of Temporal Artery and Rectal Thermometry Measurements in Pediatric Emergency Department Patients	Data analysis nearing completion; abstract accepted for 2010 national meeting podium presentation (ENA)
Day Surgery / Anesthesia / PACU	Comparison of Controlled Breathing with or without Peppermint Aromatherapy for the Relief of PONV	IRB approval obtained; data collection underway
Birthing Center	Evaluation of the 'Coping with Labor Algorithm' as an Effective Pain Management Tool in Laboring Patients	Study design nearing completion; research proposal being written