



The Enchanted Combination: Leadership and Scholarship Aligned to Promote Success

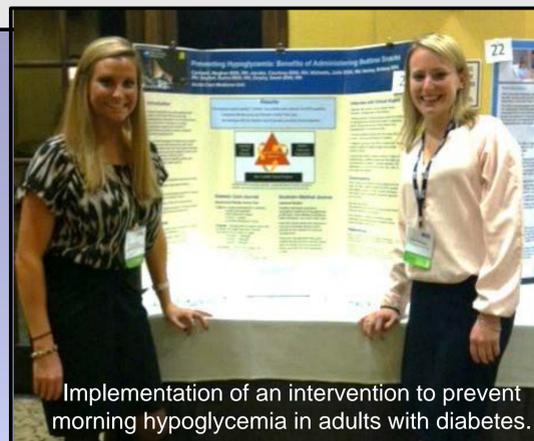
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Introduction

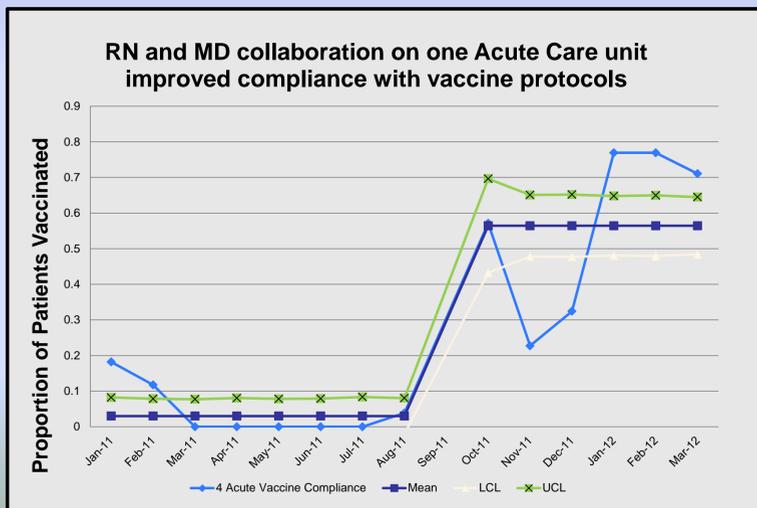
Nurse Residency Programs (NRP) guide new nurses in developing professional practice focused on quality and grounded in evidence. A strategy used to meet this challenge is the NRP requirement to develop and present an evidence based practice (EBP) project. Although some institutions report difficulty in adherence to this requirement, we have had success measured in concrete achievements.

Generating EBP Projects

- EBP project topics are generated from clinical observations and discussions with nurse managers and unit council members.
- Nurse Residents work collaboratively with one another and nursing leadership to identify quality improvement issues and initiatives.
- Nurse Educators and Advanced Practice Nurses facilitate project development by assisting in focusing the question, setting realistic goals, and providing resources.



Implementation of an intervention to prevent morning hypoglycemia in adults with diabetes.



Outcomes and Achievements

- Nurse leaders and mentors are key to the success of the Nurse Residency Program and EBP project development.
- EBP project posters are highlighted at council meetings, during Nurses Week activities, and in an internal publication, the *EBP Wire*.
- Nurse Residents present EBP projects to an audience of nurse managers, directors, and the CNO.
- Three nurse resident teams have presented projects in a national forum at the University HealthSystem Consortium's (UHC) Nurse Residency Program annual meeting.



Nurse Residents are raising the bar!
 by Mary Lou Kanaskie, MS, RN, AOCN



Left to right: Emily Landis (WH), Emilia Curcio (WH), Sarah Zerphy (GAC), Julie Ludwig (GAC), Sara Mueller (WH), Meredith Collins (WH)

These projects are presented to an audience of their peers and leaders within the Department of Nursing. Since June 2010, we have had eight groups of graduate nurses (approximately 380 nurses) participate in the NRP. For the past two years, our nurse residents

In June 2010, the Medical Center welcomed its first group of graduate nurse residents. The Nurse Residency Program is a 12 month program for graduate nurses developed by the American Association of Colleges of Nursing (AACN) and administered by the University HealthSystems Consortium (UHC). The UHC Nurse Residency Program™ (NRP) includes a series of learning and work experiences designed to assist graduate nurses as they transition to their new role. All graduate nurses hired at HMC participate in the NRP which emphasizes professional practice issues related to quality patient outcomes, as well as, professionalism and leadership. In addition, all nurse residents complete an evidence based practice project. The projects focus on patient outcomes that are dependent on nursing interventions.

have been recognized nationally with presentations at the Annual NRP meeting! Recently, two teams of nurse residents presented posters at the 2013 UHC meeting in San Diego, California. Their project abstracts were among 26 chosen from 103 submissions. The HMC nurse groups and their projects are: "Preventing Early Morning Hypoglycemia: Benefits of Providing a Bedtime Snack" presented by Julie (Michaels) Ludwig and Sarah Zerphy from 6 Acute Care; and "Baby to Mother's Skin on Baby to Radiant Warmer: Which practice promotes the best outcome for a healthy term newborn?" presented by Emily Landis, Emilia Curcio, Meredith Collins, and Sara Mueller from Women's Health.

Conclusions

Leadership and scholarship in sync lead to successful EBP projects by Nurse Residents.

- Nurse leaders serving as mentors have promoted Nurse Residents' active involvement in council activities.
- EBP project posters are showcased on nursing units.
- EBP projects are evaluated and used for development of policy and procedures and hospital wide quality initiatives.
- EBP projects are selected for further development as research projects.

One nurse summarizes her experience saying "The Residency Program empowered me and gave me confidence and reassurance to see that I could improve patient care."



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