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Questions? Email Kathleen.Ellis@baylorhealth.edu

Baylor Scott and White Health is an approved provider of continuing nursing education by the Texas Nurses Association, an accredited approver by the American Nurses Credentialing Center’s Commission on Accreditation.

“Encouraging Scientific Inquiry and Seeking Best Practice Resources
Across the North and Central Divisions”
Navigating the Gap: Clarifying Orientation for New Graduate Nurses
Aimee Goodwin, BSN, RNC-MNN

Problem:
- Nursing shortages and costly orientations drive the need for graduate nurse (GN) retention. An unsuccessful transition from student theory to nursing practice in the workplace risks decreased job satisfaction and retention rates. This led to the PICO question: What can the unit-based educator do to facilitate orientation, onboarding, and professional development of the GN compared with the checklist currently used? This will increase job satisfaction and retention rates.

Evidence/Background:
- A search of databases located seven key research and non-research articles. Following critique and synthesis, EBP identified was: 1) to the extent GNs feel orientation needs are met, the greater their job satisfaction, 2) access to resources provided greatest work empowerment, 3) role clarification among leadership and GNs is critical to retention and 4) leadership giving collaborative orientation responsibility to GNs increased satisfaction and retention.

Methods:
- Using the Iowa Model of EBP, baseline data was collected on leadership and recent GNs assessing role clarity and the orientation process. Leadership surveyed included managers and educators. Baseline data found confusion in orientation role responsibility between managers and educators and GNs displayed a poor understanding of their role as a staff nurse. This led to developing an orientation handbook guiding a clear orientation pathway for both leadership and GNs. The handbook was piloted with 6 GNs from the New Family Center.

Evaluation/Results:
- Outcomes at four weeks post implementation indicated that 100% of GN’s understand their role. Understanding orientation goals increased by 40%. 100% of GNs in the pilot rated their overall orientation experience as excellent.

Recommendations/Lessons Learned:
- Key elements found included: clear role responsibility improved communication for leadership and GNs; resources given to the GN facilitate orientation goal achievement; and a clear orientation pathway encouraged GNs to own their orientation experience.
Background:
To decrease mechanical ventilator days, ICU (Intensive Care Unit) length of stay (LOS), and hospital LOS, our ICU team implemented a coordinated transition from a random sedation vacation to an ICU structured awakening trial for all mechanically ventilated patients. In ICU patients, higher ICU LOS is associated with higher patient mortality. This practice change was adopted to allow more thorough collaboration with multidisciplinary team members and to address the immediate patient needs.

PICO Question:
Will a transition to a structured awakening trial with an endpoint of 10:00 am, as compared to a random sedation vacation, decrease ventilator days, ICU LOS, and hospital LOS in the adult mechanically ventilated patient population?

Evidence:
Jones et al. (2014) reported that a spontaneous awakening and breathing protocol decreases the duration of mechanical ventilation. Girard et al. (2008) identified that combining routine spontaneous awakening and breathing trials increased ventilator free days and decreased LOS.

Methods:
Pre-intervention data was collected through retrospective chart review from January 2013 to June 2013 on all mechanically ventilated patients. Post-intervention data was collected through retrospective chart review from January 2014 to June 2014. T-tests were used for comparisons.

In January 2014, the ICU moved away from a random sedation vacation and implemented a coordinated 10am timeframe for the transition from an awakening trial to a spontaneous breathing trial for all mechanically ventilated patients. Team members were educated through staff meetings, charge nurse meetings, shift change huddles, work station information sheets, and a poster presentation. Multidisciplinary team members were also included in the education process. Compliance was audited on a daily basis by Charge Nurses.
Results:

Chart review included 84 patients from January 2013 to June 2013, and 69 patients from January 2014 to June 2014. P-values did not show significant changes in ventilator days, hospital LOS or ICU LOS.

Conclusions:

Although P-values were not statistically significant, ICU LOS decreased from 8.5 days in the pre-intervention group to 7.0 days in the post-intervention group. Hospital LOS was reduced from 15 days in the pre-intervention group to 11 days in the post-intervention group. Ventilator days declined from 7 in the pre-intervention group to 5 in the post-intervention group. The post-intervention sample included one patient with an ICU LOS of 75 days; a hospital LOS of 97 days; and 50 ventilator days, which skewed the statistical significance. With rising healthcare costs, the financial impact of 1 hospital day is clinically significant. The multidisciplinary team confirmed that communication improved, issues were addressed more timely, and families were included in team discussions.

Recommendations:

Patient acuity should be measured for individual patients in both pre-intervention and post-intervention groups. The lack of an acuity measure had an impact on our data. We had a dramatic increase in high acuity influenza cases in 2014, which extended the LOS and ventilator days in the post-intervention group.

We recommend expanding the timeframe to include 2015/2016 data. This would allow 4 year trending and would increase the sample size.

The ABCDE bundle was a complex, multifaceted practice change, so we also recommend allowing more than 6 months for the implementation of all stages prior to measuring post-intervention data.
Baylor Scott & White Health North Division NRC
Approved Studies
January – March 2015

• Comparing Two Educational Modules on Geriatric Nursing Knowledge, Confidence and Nurses’ Perception in Providing Care for the Elderly
  PI: Ruth R Robert, PhD, RN, FNP-C
  Co-PI: Kathleen Ellis, PhD, RN
  Co-PI: Alaina Tellson PhD(c), RN-BC, NE-BC
  Co-PI: Jennifer Jones, MSN, APRN, AGCNS-BC, CCRN
  Co-PI: Louann Cole, MHA
  Co-PI: Susan Houston, PhD, RN, NEA-BC, FAAN

• Evaluation of the Effectiveness of Standardized Patient Simulation Scenarios Used During an Internship with New Graduate Nurses to Improve Clinical Competence
  PI: Rosanne von Reyn, MS, BSN, RN
  Co-PI: Kathleen Ellis, PhD, RN

• Development of Mobile and Wearable Fall Detection Technologies for Older Adults
  PI: Penny Huddleston, PhDc, RN, CCRN

• Differences in Galvanic Skin Responses Between Nursing Students and Experienced Nurses
  PI: Leslie Karns Payne, PhD, RN, ACNP-BC, FNP-BC
  Co-PI Karina Maranca, RN

• One Million Global Peripheral Intravenous Catheter Worldwide Prevalence Study (OMG PIVC Study)
  PI: Lori Ewalt-Hughes, RN-BC
  Co-PI: April Rhoads, RN
  Co-PI Renee Wilson-Davis, RN

“Encouraging Scientific Inquiry and Seeking Best Practice Resources Across the North and Central Divisions”
 Approved Studies
January – March 2015

• The Effects of Aromatherapy on Anxiety and Satisfaction of Laboring Women In the Hospital Setting
  PI: Audrey Patterson, BSN, RN
  PI: Kristina Baucom, BSN, RN
  Co-PI: Rebecca Parker, RNC-OB, C- EFM, BSN
  Co-PI: Toi Stefka, RN
  Co-PI: Candace Hanson, RN, BSN
  Co-PI: Hannah Sawin,
  Co-PI: RN, Amanda Van Rooy, RN, BSN
  Co-PI: Chelsea Munoz, RN, BSN, Christy Bledsoe, MSN, RN-C
  Co-PI: Rebecca Mitcham, RN
  Co-PI: Jennifer McAdams, RN, BSN

• Nurse Led Inpatient Acute Stroke Response: Utilizing a Rapid Response Team For an Inpatient Acute Stroke Alert
  PI: Leigh Allen, MSN, RN
  Co-PI: Sandra Ochoa, BSN, RN
  Co-PI: Jennifer Rasmussen, MD
  Co-PI: C. W. Luther, RN
  Co-PI: Gail Thornton, RN

• Enhancing Nurse-Provider Communication
  PI: Elizabeth Kiesle, BSN, RN
  Co-PI: Kristen Clark, BSN, RN
  Co-PI: Beth Goodridge, MSN, RN, CNE,
  Co-PI: Brian Davis, BSN, RN
  Co-PI: Emily Gause, LVN

• An Analysis of Workplace Violence in Nursing Practice
  PI: Patricia Nevins, MSN
  Co-PI: Maxine Trent, PBC-S, LPC-S, LMFT-S
  Co-PI: Natalie Joseph, BSN, RN

“Encouraging Scientific Inquiry and Seeking Best Practice Resources
Across the North and Central Divisions”
North Division: Congratulations/Celebrations
Central Division - Nursing Research/EBP Based Best Practice Representation at Area Event

North Division:

Dr. Tjong gave a podium presentation at the Southern Nursing Research Society Annual Conference in February 2015, in Saddlebrook, FL. Her topic for discussion was: “Mentoring Gen-Xers and Neters to Embrace Research.” Please join us in thanking Dr. Tjong for her continued dedication, and commitment to Nursing Research!

Central Division:
Three Baylor Scott & White Health Central Region nurse led projects were included in the Poster Presentation component of the Family Health Center's 9th Annual Health Research Forum in Waco, TX on April 21, 2015. This community event features multidisciplinary health care focused research and evidence based projects occurring at Central Texas healthcare facilities and Baylor University. The projects featured were:

“Is Preceptor Behavior Changed by Attending a Preceptor Event” and the team was Pamela Sanford, MSN, RN-BC, CNS (PI) and Phyllis Hart Tipton, PhD, RN

“Patient Satisfaction: Do Nurses Make a Difference?” The team included Jamie Rodriguez, LVN (PI), Rebecca Johnson, MSN, RN, CPN, Phyllis Hart Tipton, PhD, RN, and D’Ann Orr, MSN, RN, CCRP, CHTS-CP

“Nursing Students’ Experience with Online, Face-to-Face, and Hybrid Teaching Modalities and the team included Phyllis Hart Tipton, PhD (PI), RN, D’Ann Orr, MSN, RN, CCRP, CHTS-CP, and Pamela Sanford, MSN, RN-BC-CNS. Also, joining the team was Margaret Prydun, PhD, RN, CNE, from the University of Mary Hardin Baylor, Belton, TX. This project was awarded first place in the Poster Division of the Forum.
Interested In Funding???

**Funding News and Grant Tips:**

- Health 'Snapshots' Now Available for Nearly Every County in U.S.  
  [http://www.dshs.state.tx.us/fic/al26-3-5.shtm#A](http://www.dshs.state.tx.us/fic/al26-3-5.shtm#A)

- HHSC Removes Abstinence RFP:  
  [http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#B](http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#B)

**Public Funding Opportunities:**

  [http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#C](http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#C)

- AHRQ Small Research Grant Program (R03): PA-15-147  
  [http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#D](http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#D)

- FY National Health Education Program on Lupus: MP-CPI-15-001  
  [http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#E](http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#E)

- FY15 State Partnership Initiative to Address Health Disparities: MP-STT-15-001  
  [http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#F](http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#F)

- Methodologies to Enhance Understanding of HIV-Associated Social Determinants (R01):  
  RFA-MH-16-200  
  [http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#G](http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#G)

**Private Funding Opportunities:**

- Alpha-1 Foundation Accepting Applications for AAT Deficiency and COPD Research  
  [http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#H](http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#H)

- American Speech-Language Hearing Association Inviting Applications for Multicultural Projects  
  [http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#I](http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#I)

- Atlantic Philanthropies Invites Applications for Health and Aging Policy Fellows Program  
  [http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#I](http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#I)

- Lalor Foundation Accepting Applications for Reproductive Health Programs  
  [http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#K](http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#K)

- Medical Library Association Seeks Applications for Research, Development, and Demonstration Project Grant  
  [http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#L](http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#L)
Research Grant Opportunities:

- [http://www.nursingsociety.org/Research/Grants/Pages/grantsbydate.aspx](http://www.nursingsociety.org/Research/Grants/Pages/grantsbydate.aspx)
- [http://www.nursingsociety.org/Research/Grants/Pages/grant_nln.aspx](http://www.nursingsociety.org/Research/Grants/Pages/grant_nln.aspx)
- [http://www.nursingsociety.org/Research/Grants/Pages/OmicronDelta.aspx](http://www.nursingsociety.org/Research/Grants/Pages/OmicronDelta.aspx)
- [http://www.nursingsociety.org/Research/Grants/Pages/grant_bloch.aspx](http://www.nursingsociety.org/Research/Grants/Pages/grant_bloch.aspx)
- [http://www.nursingsociety.org/Research/Grants/Pages/JoanKStout.aspx](http://www.nursingsociety.org/Research/Grants/Pages/JoanKStout.aspx)

Nursing Events and Conferences:

- [http://www.nursingsociety.org/STTIEvents/NursingConferences/Pages/NursingConferences.aspx](http://www.nursingsociety.org/STTIEvents/NursingConferences/Pages/NursingConferences.aspx)

Webinars/Additional Training:

- 5th Annual HIV/AIDS and Aging Symposium (May 1st) - [http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#R](http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#R)
- Essential Grant Skills Training (May 5th - 6th) - [http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#P](http://www.dshs.state.tx.us/fic/AL26-3-5.shtm#P)
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