Memorial Sloan Kettering Cancer Center Promotes New Graduate Evidence Based Practice

Altagracia Mota MSN, RN, OCN, UHC-AACN NRP Coordinator & Marisol Hernandez MLS, MA, Senior Reference Librarian

Memorial Sloan Kettering Cancer Center, 1275 York Avenue, New York, NY 10065, USA

Abstract

Quality and safe delivery of care is the primary goal of schools of nursing and healthcare facilities. Increases in patient acuity has made it challenging for new graduates to transition to the staff nurse role in acute-care hospitals; thus impacting quality of patient care.

To facilitate with transition, the University Heath System Consortium (UHC) and the American Association of Colleges of Nursing's (AACN) Nurse Residency Program (NRP) was introduced at this comprehensive cancer center. The curriculum requires Nurse Residents to present an evidenced-based practice project (EBPP). These projects exemplify the nurse's accountability for delivering quality patient care, improving interprofessional skills, and committing to nursing as a profession. A recent UHC/AACN outcomes report showed that 88% of staff valued the EBPP.

These nurses need guidance in understanding their role in promoting evidence based practice. A collaborative partnership between our department of nursing and the medical library was formed to facilitate this endeavor.

The NRP Coordinator educates staff on the IOWA model of evidence based practice, topic selection, searching for evidence, review of the literature, and presentation preparation. A dedicated Clinical Librarian provides training to support the clinical, research and educational endeavors of the nursing staff.

The Clinical Librarian provides an orientation to library resources and services, and facilitates training on use of information resources that include PubMed, CINAHL, Cochrane, Embase and Turning Research into Practice (TRIP). Attention is given to formulating a PICOT question and developing keyword and controlled vocabulary search strategies for optimal results.

The Clinical Librarian has developed online guides of nursing resources, EBP, Magnet and nursing journal clubs. These resources are available on the Library website and accessible remotely. The NRP Coordinator and Clinical Librarian are available for individual or group consultation as residents work on their EBPP.

A recent partnership with the Department of Nursing Evidence Based Practice and Research, hopes to increase the translation of EBPP into practice, increase participation of new graduates in abstract development and presentation of EBPP at the national level. Data will be gathered on staff perceptions of this interdisciplinary approach to EBP education and its impact on practice.

Literature Review: Supporting Evidence-Based Practice

Ferguson, L.M.,& Day, R.A. (2007). Challenges of new nurses in evidence-based practice. *Journal of Nursing Management,* 15, 107-113.

Internship programs and preceptorship programs can create nurturing learning environments. Assisting new nurses to achieve a level of performance where they are able to make decisions confidently with a focus on client outcomes has benefits the organization and the nurse.

Huack, S. & Winsett, R.P. (2012) Leadership facilitation strategies to establish evidence-based practice in acute care hospital Journal of Advanced Nursing 69(3), 664-674 doi: 10.1111/j.1365-2648.2012.06053.x.

Transformational leadership drives organizational change and provides vision, human and financial resources and time that empowers nurses to include evidence in practice. An organizational EBP strategic plan is essential in creating the structure and processes to set goals, disseminate findings and to create accountabilities at the nursing unit level.

Staffileno BA, Carlson E (2010) Providing direct care nurses research and evidence-based practice information: an essential component of nursing leadership. Journal of Nursing Management,18(1):84-9. doi: 10.1111/j.1365-2834.2009.01048.x.

EBP is an essential role of nursing leadership. Nurses need to transition from a "tradition-based" care approach to an "evidence-based" way of care delivery. Nurses desire to learn about and utilize evidence-based practice

Literature Review: Nursing and Library Partnerships

Hallyburton, A., & John, B. S. (2010). Partnering with your library to strengthen nursing research. *The Journal of Nursing Education,* 49(3), 164-167. doi:10.3928/01484834-20091118-04; 10.3928/01484834-20091118-04

Nurses engaged in Evidence-Based must integrate best evidence with professional practice. But some may need training in identifying and evaluating credible information. Through relationship building with Librarians and Health Information Professionals, nursing are able to better assess EBP research and guidelines.

Arguelles, C. (2011). Evidence-based practice mentors: Taking information literacy to the units in a teaching hospital. *Journal of Hospital Librarianship,* 11(1), 8-22. doi:10.1080/15323269.2011.537989

Librarians partnering with nurses help enhance the nurses' skills regarding various aspects of the EBP process which include establishing the PICO question and searching the databases and guidelines.

Other References

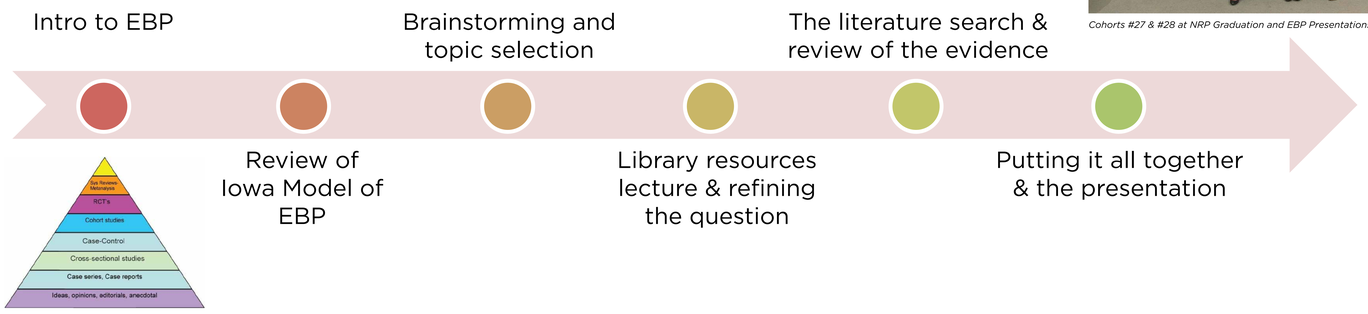
Titler, M.G., Kleiber, C., Steelman, V., Rakel, B., Budreau, G., Everett, L.Q., Buckwalter, K.C.,Tripp-Reimer, T., & Goode C. (2001).The Iowa Model of Evidence-Based Practice to Promote Quality Care. *Critical Care Nursing Clinics of North America,* 13(4), 497-509.

MSK Resources for Evidence-Based Practice Education

Supportive Leadership Structure & Process

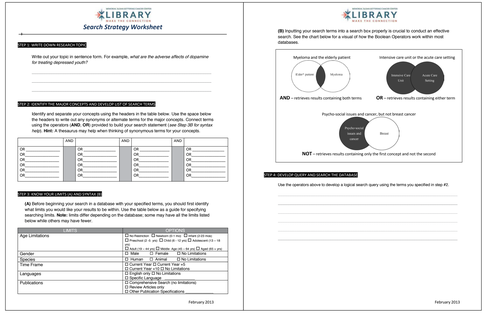
- UHC-AACN Nurse Residency Program (NRP) established at MSK in 2008 as a collaborative initiative led by Senior VP-Nursing/ CNO and Director of Nursing Professional Development
- Programs Manager/NRP Coordinator position created
- Clinical librarian dedicated to Department of Nursing
- Collaboration with the Dept of Nursing EBP and Research
- Protected time to attend seminars
- Computer training rooms for literature searches
- Leadership/Colleague presence at Graduation celebration and EBP podium presentations

NRP: Evidence Based Practice Project Timeline



Cohorts #27 & #28 at NRP Graduation and EBP Presentations, April 2014.

Resources: Keyword Strategies for Searching the Evidence



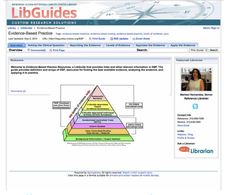
Select Library and EBP Tools for Searching

Resources: LibGuides

Nursing Resources

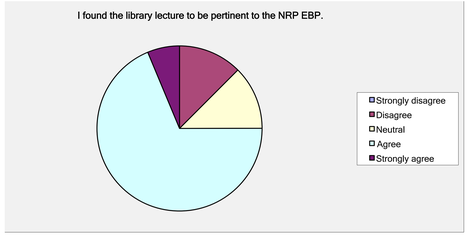
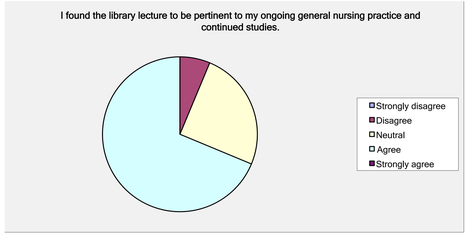
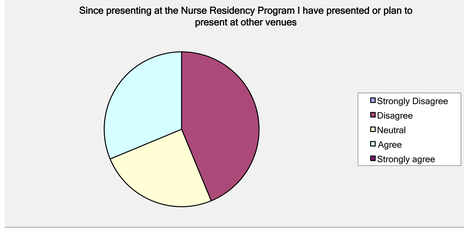
http://libguides.mskcc.org/nursing

EBP Resources



http://libguides.mskcc.org/EBP

Bryan Baracaldo BSN-RN, NRP Alumni with EBP Poster Presentation: "Health Risks of the Night Shift: Solutions for Empowering the Nurse to Care for Self." UHC Annual Conference at Amelia Island, FLA 2012

METHODOLOGY: RESULTS

Post-presentation survey of NRP Alumni.
Responses N=17 (12% response rate)
A 12 question survey created on Survey Monkey was sent via email to nursing staff that completed the Nurse Residency Program between 2012 and 2014. Survey was made available for a two week period.