Impact of DNP Academic-Service Partnerships: Meaningful Outcomes and Sustainability for Operating Room Nurses

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<table>
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<th>Objectives</th>
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<tr>
<td><strong>Describe</strong></td>
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<tr>
<td>Describe the value of collaboration between academic and healthcare organizations to support quality outcomes.</td>
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<td><strong>Identify</strong></td>
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<td>Identify the DNP role as a change agent to create and sustain a healthy work environment.</td>
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<td><strong>Discuss</strong></td>
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<td>Discuss the impact of a program of meaningful recognition as a quality improvement strategy to support a healthy work environment.</td>
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Future of Nursing
“Change is the province of leaders, inspiring people to struggle against uncertain odds and persevere toward a misty image of a better future.”
(Kouzes & Posner, 2012)
The DNP Candidate: Quality Improvement Role

The journey begins......

- DNP Essentials
- Quality Improvement Project Identification
- Translation of Evidence
- Outcomes
Project Overview

The purpose of this project is to increase the use of an evidence-based program of meaningful recognition, defined as a component of a healthy work environment (AACN, 2016), to improve job satisfaction of operating room nurses practicing in a mid-Atlantic, suburban medical center.
Professional Characteristics of the RN staff

- 70% were older than 40 years of age
- 54% had been on the unit > 5 years
- 79.6% had a BSN or higher
- 63% were certified in the OR-CNOR
Meaningful Recognition and Operating Room Nurses

Job Enjoyment

> 20% of RNs plan to leave
Meaningful Recognition in the OR

The formal reward and recognition systems work to make **nurses and other staff** feel valued.
Quality Improvement

Education

DAISY Award

Leadership Huddles

HOT Cards (Honor Our Team)

Journal Articles

Operating Room Nurse Recognition
Results...by the numbers

Use of Meaningful Recognition increased more than 50%
“As a result of this experience, I see that people that I work with differently. Before they were just people who came to work each day. Now I appreciate them as individuals for their unique qualities and skills. It is about the quality of the individual, not the quantity of who shows up.”

(PIT member - ST)
Forming Meaningful Partnerships
Whenever a partnership is formed, there has to be a benefit to the partners; otherwise, they don't form it.

Unknown
Ideal: Academic and Healthcare Partnerships

Cathleen Ley, Ph.D, RN AAMC
Sometimes the Reality: Academic + Healthcare
Benefits

Access to practice environment
Accessibility of projects
Multiple project options
Access to teams
Implementation in complex environment

Academic Organizations
Increase capacity for EBP projects
Engagement of bedside nurses
Staff RN Empowerment
Supports Magnet hospitals

Healthcare Systems
Meaningful Partnership Requires:

- Alignment
- Measurable outcomes tied to organizational needs
- Sustainability
Healthcare and Academic  
Project and Organizational  
Unit/department and Project  
Mentor and Student
Meaningful quality outcomes
Currently Collected
Organizational Needs
Magnet Requirements
Feasibility
Sustainability
To improve but not maintain, eventually **diminishes** any gain.
Roots of Sustainability

- Staff Engagement
- Culture
- Leadership

- Teams
- Workflow
- Dissemination
Leadership support
Develop plan
Delegate tasks
Metrics
Call To Action
Academic-Service DNP Partnership for Impact

- Reconsider academic timelines to improve alignment with practice environment
- Focus on project impact and sustainability within an organization versus “one and done”
- Project Types
  - Practice needs
  - Group projects
  - Longitudinal projects
- Nursing expertise in QI methods
- Provide resources to facilitate process improvement – SON support for clinical liaisons
Rigor with Maturity---DNP in the Future

• Timothy Porter-O’Grady
  • 2025- Currently DNP program is an average master’s program and a watered down PhD program

• DNP Project
  • Clinical Partner as truly a major stakeholder 50:50
  • Expectations of all considered

• Shared Needs – Sweet Spot of Service in the overlap
  • Academic
  • Clinical
  • Student
Acknowledgements

The Process Improvement Team of the Operating Room at Anne Arundel Medical Center, Annapolis, Maryland
References


References


