Bland to Productive: One Committee Changes a Nursing Culture
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Problem: Saint Peter's University Hospital is a 278 bed teaching hospital. Although designated to be a Magnet hospital three times, the nursing staff was having increasing difficulty in discussing and distinguishing between evidenced based nursing and nursing research. There were a limited number of EBP and research projects conducted by staff.

Evidence: Barriers to nursing research include the lack of organizational support (Larkin, et al., 2009).

Strategy: A Research Committee was in place however its focus was on critiquing journal articles, not on supporting and educating the nursing staff. Attendance was low and inconsistent. A new chairperson was appointed and a problem proposed: How could the Nursing Research Committee support the nursing staff with EBP and research initiatives? The committee contacted Nurse Managers and each unit selected one staff nurse to be a member. A welcoming meeting was set and the new direction of the committee was proposed and discussed. Members include nursing staff, educators, clinical specialists, and nurse managers. Their educational background varies from an Associate Degree to Doctoral Degree.

Practice Change: Currently, each meeting consists of new agenda items plus a report from each unit on the progress of their projects or research. The members share ideas and questions. Informal mentoring takes place with experienced nurses helping the novice nurse. There is a 30 minute educational inservice with each presentation focusing on a different area of the research process.

Evaluation: Included comparing data from before and after the new direction of the committee was initiated.

Results: Attendance increased by 270 percent. The number of EBP and research projects increased by 66 percent. In addition, the members of the committee became the unit based resources for EBP and research.

Recommendations: Continue this forum for nurses to bring ideas and questions. Provide resources to assist them with both nursing research and evidence based nursing.

Lessons Learned: Management support of staff education for EBP was essential.

References:
