Developing a Culture of Inquiry
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Problem:
A nursing culture that encourages and supports the spirit of inquiry is essential for clinical scholarship. This scholarly approach enables appreciation of various perspectives, reflection upon and respect for individualized evidence based practices (EBP) and research that creates desired patient outcomes. To that end, we established the spirit of inquiry as a professional standard, value, and behavior for over 10,000 nurses working in our 15 hospital health system.

Evidence:
Selected literature on building a research and EBP culture were foundational to the process of fostering inquiry.

Strategy:
Donabedian’s Paradigm was used as a framework for establishing structures and processes that build a culture of inquiry.

Practice Change:
Strong organizational commitment to a research agenda and EBP, utilization of evidence based Clinical Practice Guidelines for care delivery, and engagement with a national agenda for research

Evaluation:
Increased capacity for research and EBP through establishment of: Institute for Nursing Education, Practice and Research; System Nursing Research and EBP Council with representation from 14 hospitals, long term and ambulatory care, advanced nursing practice, quality, and academia; establishment of research and evidence based practice councils at 13 hospitals and one long term care facility.

Results:
The strategies were successful in fostering a spirit of inquiry. Accomplishments include: identification of clinical phenomenon of terminal tissue injury as a prelude to death with implications for practice change and public policy, initiation of sixty five IRB approved studies over the last three years along with multiple improvement projects; over twenty invited and peer reviewed presentations in regional, national, and international forums in 2011.

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**Recommendations:**
Sustainment strategies include establishment of Magnet criteria as a standard for new knowledge, innovations and improvements system-wide and QSEN competencies for EBP for nurses in clinical practice, education, and administration.

**Lessons Learned:**
A shift to a culture of inquiry requires significant commitment of resources of time, leadership, infrastructures and processes to build capacity for research and EBP.

**Bibliography:**


