Capacity for Nursing Evidence-Based Practice at Ellis Medicine
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Problem:
In 2010 Ellis Medicine began the journey to Magnet recognition. The Ellis Medicine Nursing Research and Evidence-based Practice Council assessed our nursing culture and establish a baseline by conducting a house-wide survey of the nurses in 2012 to illuminate the extent to which evidence-based practice has been integrated into its culture.

Evidence:
Barriers and facilitators for the implementation of EBP have been extensively documented in the literature. Understanding organizational readiness and stakeholder perspective allows an organization to tailor the implementation of EBP (Melnyk & Fineout-Overholt, 2011; Pravikoff, 2005; Reavy & Tavernier, 2008).

Strategy:
The survey targeted the following research questions:
1. What are the barriers and facilitators of implementing evidence-based practice?
2. To what extent do registered nurses’ perceptions differ at various levels of the organization related to factors that affect the adoption or rejection of evidence-based practice changes?

Practice Change:
This study evaluated the barriers and facilitators to implementing EBP at Ellis Medicine.

Evaluation:
This replication study used a non-randomized survey of nurses practicing in acute patient care departments at Ellis Medicine. After receiving IRB approval an online survey invitation was sent to all acute care unit nurse managers, associate nurse managers and registered nurses to complete the “Evidence-based Practice Changes Survey” (Gale & Schaffer, 2009).

Results:
Fifty-one percent of the Ellis Medicine nurses responded. The findings indicated the greatest barriers to the implementation of EBP: insufficient staff, insufficient time and inadequate or poor training. Of the 25 leaders surveyed, 23 identified insufficient time as one of their three greatest barriers. Across organizational levels, years of experience, and education, interest in the topic or practice change dominated as a reason to adopt EBP.

Recommendations:
Basic EBP education is needed as well as the implementation of an EBP mentoring program and tool kit.
Lessons Learned:
We were able to conduct a house wide RN survey with an adequate return rate and sample size. In the future we should hire a statistician early in the study design process!

Bibliography:

