Comparison of the Nurse Manager and the Staff Nurse in the Value and Application of Evidence-Based Practice
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Problem: The nurse manager is required to have the knowledge and skills to role model support for evidence-based practice (EBP). Based on data obtained through a survey assessment, the nurse manager lacks the knowledge and skills to support the staff nurse in this practice.

Evidence: In appraising the literature, studies revealed consistent agreement as to the barriers of EBP. These barriers specifically focused on lack of skill in accessing the literature; inability or lack of understanding in critically appraising the literature; and lack of authority to implement practice change. Barriers identified related to administrative support includes lack of managerial mentorship and time to incorporate evidence into practice.

Strategies: A survey was administered to staff nurses and nurse managers in an academic medical center to assess attitudes and use of resources for EBP.

Practice Change: The nurse manager and staff nurse survey assessment provided an improved understanding of the nurse managers’ and staff nurses’ attitude of EBP and the status of their knowledge and skills of EBP.

Evaluation: The survey results were similar between nurse managers and staff nurses on attitudinal items such as willingness to change; perception of access to evidence; and use of evidence to guide practice. Other items included the perception of time to read evidence; authority to change practice; and support from immediate supervisor. There was also a perception that applying evidence to their practice was not supported by their direct supervisor.

Results: The survey revealed a gap between evidence and practice in both the nurse manager and the staff nurse.

Recommendations: The nurse manager and staff nurse survey assessment provided a framework for further education and mentorship in EBP.

Lessons Learned: Nurse managers and staff nurses require support and education in the implementation of EBP at the bedside.

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