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Denise Harris

West Kendall Baptist Hospital, deniseh@baptisthealth.net

Tanya Cohn

West Kendall Baptist Hospital, tanyaco@baptisthealth.net

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Developing a culture of inquiry through nursing research: A new hospitals' 3-year journey to Magnet® designation.

Tanya Cohn, PhD, MEd., RN and Denise Harris, RN, MSN, MBA, NEA-BC

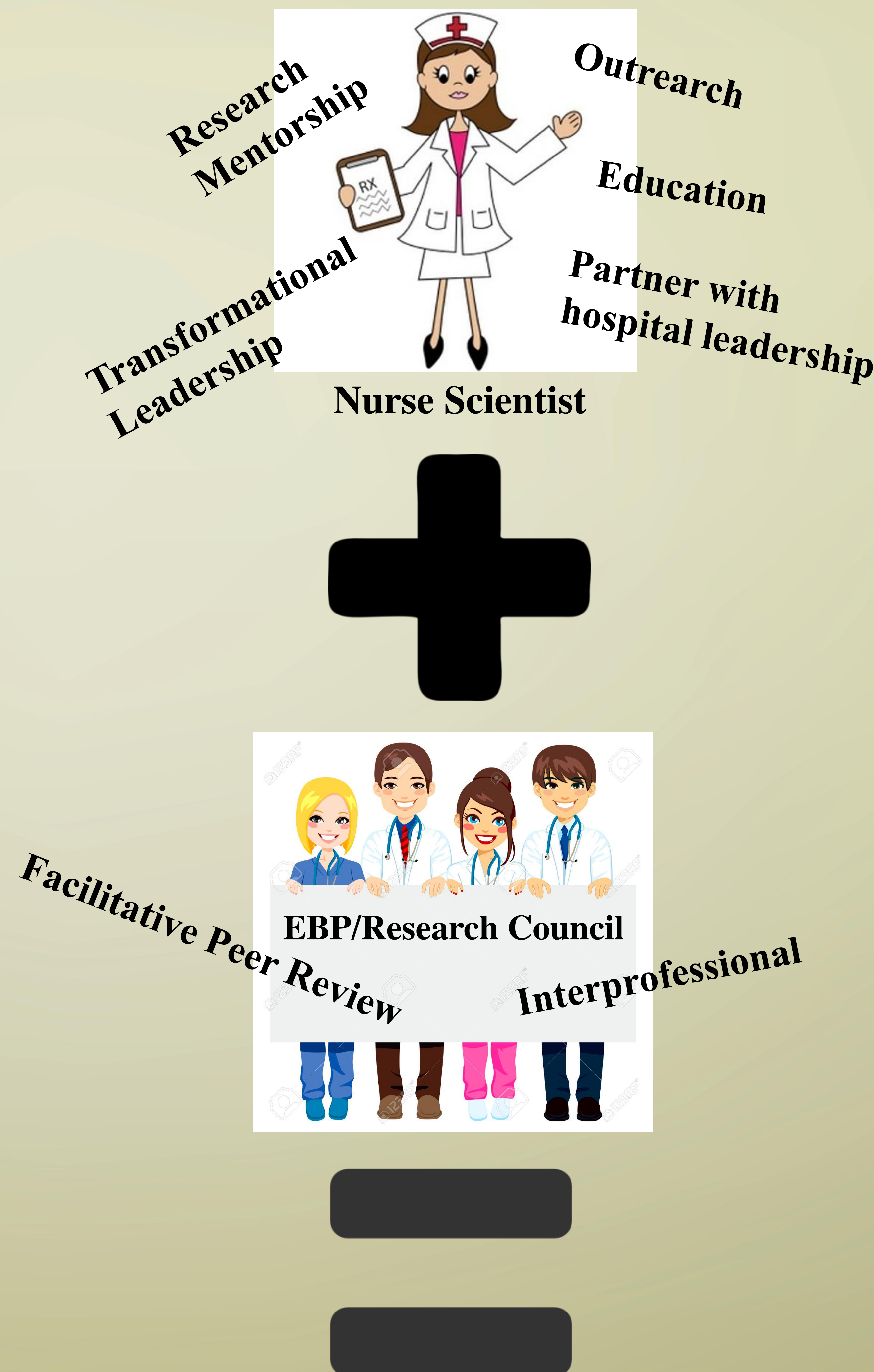
Background

The American Nurses Credentialing Center (ANCC) Magnet Recognition Program® and its key components are considered a driving force for building professional practice environments that are healthy and supportive of nurses (Sherman & Pross, 2010). Part of professional development is the engagement of nurses in a culture of nursing inquiry which is showcased in the New Knowledge and Innovation, and Improvements portions of the Magnet® designation application. When developing a culture of nursing inquiry through a nursing research program it is important to keep nursing research visible through its integration into nursing staff meetings and organization meetings (Steele-Moses, 2010).

Objective

The overall objective was to create a culture of nursing inquiry through the development of a strong nursing research program. Secondary objectives included: (1) developing inter professional research lead by clinical staff; and (2) providing exemplar nursing research to support Magnet® designation in three years.

Implementation



Culture of Research and Inquiry

Outcomes

Year 1 (2011): 9 active research studies with nurses leading or part of the team; 1 research grant (Neuroscience Nursing Foundation).

Year 2 (2012): 5 new active research studies with nurses leading or part of the team.

Year 3 (2013): 9 new active research studies with nurses leading or part of the team; ; 1 research grant (Academy of Medical/Surgical nurses).

Year 4 (2014): 4 new active research studies with nurses leading or part of the team.

In addition, there are over 30 accepted abstracts for posters or podium presentations at local, national, and international conferences. There have also been 3 publications in peer-reviewed journals.

Implications

Developing and implementing a culture of inquiry through a nursing research program can be successful and sustainable in the clinical setting with the support of an EBP/Research council. In addition, having a Nurse Scientist assists with the management of the research program along with promoting direct patient care nurses in developing research through research mentorship.



West Kendall Baptist Hospital

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