LEADERSHIP ACADEMY PROJECTS

Incorporating Video Orientation on the Outpatient Clinical Decision Unit: An Integrative Approach

Rebecca Daugherty, MSN, RN-BC

Abstract

Remember your first day on your first nursing job? Embarking on your new job can be anxiety provoking especially for new graduate nurses. In order to combat this uneasiness as well as increase enthusiasm becoming part of the team an innovative approach was proposed. One unique tactic presented was the incorporation of a welcome video which would be uploaded to the new hire's checklist on the learning management system. In this video, unit leadership would share their vision for the unit and describe the culture. The video would also include a tour of the unit along with staff interviews. Each new hire would be given a bag of professional swag.

Preliminary data for this project will be collected through Survey Monkey from nurses hired within the last year. This will evaluate the current unit orientation process. The project will uses resources from the marketing department. Change is continuous in the hospital setting. These techniques are currently in the development stage. Within the next three months, the video will be created and uploaded onto the learning management system. The goal of this project is to decrease anxiety of new hire nurses and spark enthusiasm for joining the team. The project will be evaluated using a post intervention Survey Monkey

The Economic Impact of Registered Nurses Within Chilton County Alabama

Christopher Forbes, DNP, RN

Abstract

Purpose: According to the U.S. Registered Nurse Workforce Report Card (2012), the shortage of registered nurses is expected to continue throughout 2030. Based on this phenomenon, a career as a registered nurse provides ample opportunities to improve quality of life measures, especially for those nurses who live in rural communities. The purpose of this project is to illustrate the financial implications of nurses who go on to complete an associate degree program in nursing at a local community college within Chilton County, Alabama.

Subjects, Design and Methods: A custom questionnaire was created thru www.surveymonkey.com and forwarded to 154 community college nursing graduates who graduated between 2013 and 2019. This questionnaire was forwarded thru social media outlets with a total of 58 respondents.

Results: A total of 51.7% of respondents indicated that they were living in Chilton county while attending nursing school. A slightly lower percentage, 47.4%, indicated that they continued to reside within Chilton county as they currently engaged in nursing practice.

Limitations: The associate degree in nursing program has only existed within this community college since 2012. Resulting data was limited to the number of respondents who currently engage in the use of social media for the purposes of maintaining communication with their previous graduate nursing cohort.

Implications for Practice: Preliminary indications illustrate that a significant number of nurses who live within Chilton county prior to graduation, wish to continue to reside within the county following graduation. With the introduction of a nursing salary within these households, practicing nurses within Chilton county have the ability to make a significant financial impact within their prospective communities.

Making a Seat at the table: The Importance of Organizational Goal Alignment

James Hardin, MSc, BSN, RN

Abstract

During organizational planning for both large and small organizations, the inclusion of nurse lead departments are often lacking. Not only does the lack of nursing involvement potentially isolate departments, it also diminishes organizational capacity and may lead to missed care opportunities. This project focuses on the limited impact Home Care played in the interventions developed to meet the long term goals for Public Health. By using the previously completed goals as a template, Home Care interventions were developed to support and enhance current interventions to improve patient outcomes. By utilizing existing goals, the direction was to unify departments rather than compete with other resources. The ongoing goal of the project is to positively impact patient outcomes, improve organizational capacity, and promote increased nursing involvement in interdepartmental committees and initiatives.

The Five "Ds" of Deprescribing: A Structured Approach to Decreasing or Eliminating Psychotropic Medications

Erica D. Kierce, DNP, PMHNP, PMHS

Abstract

The complex nature of treating mental illness with medication through a trial and error process can unintentionally lead to polypharmacy and unsafe medication strategies. Although providers may recognize a need to decrease or eliminate psychotropic medications, it can be difficult to know where to start the deprescribing process. This structured approach to deprescribing offers guidance to the practitioner for reducing or eliminating medications through the "5 Ds Approach." This approach addresses medication changes by considering dangerous medications, duplicate medications, dosages outside of approved ranges, medications with a deficient response, and medications the patient desires to reduce or eliminate.

Career Beyond the Paycheck: Increasing Nursing Advocacy and ASNA Membership in Correctional Nurses

Krystal Lockett, CRNP, AGPCNP-BC, AGNP-C

Abstract

The Alabama State Nurses Association (ASNA) is working on a resolution to improve the physical and mental healthcare needs in Alabama prisons and detention centers. The Bureau of Justice Statistics (2018) states that there are 1.5 million federal and state prisoners in the United States. The Alabama Department of Corrections (ADOC) reported that there were 27,803 jurisdictional prisoners in 2017. ASNA values ethical and quality care for all. Incarcerated individuals are challenged with many of the same chronic diseases affecting the general population along with environment specific risks including substance abuse, skin infections, hepatitis C, type two diabetes, and mental illnesses. Correctional nursing professionals are on the frontlines in managing illness and providing care to this population. Their insight is critical in prioritizing needs and implementing quality improvement initiatives. The purpose of this project is to increase nursing advocacy in corrections, unify correctional nursing professionals, and encourage ASNA membership in each of the major correctional facilities in the state of Alabama.

LGBTQ+ Health Care: Minimizing Disparity Through Education

Skylar Moore, DNP, CRNP

Abstract

Literature suggests that LGTBQ+ persons have significant health disparities as compared to heterosexuals (Fredriksen-Goldsen et al., 2014). Also, studies have shown the lack of awareness and education regarding the delivery of health care to the LGTBQ+ community is due to the shortage of health care providers who are knowledgeable and culturally competent in the health of LGTBQ+ members (Hafeez, Zeshan, Tahir, Jahan, & Naveed, 2017). Health care providers should be knowledgeable of the disparities related to the LGTBQ population. If healthcare providers aren't knowledgeable of these disparities or do not recognize these disparities, then patients may go misdiagnosed or undiagnosed. Improper diagnosis and treatment can lead to patient frustration plus increased time and financial burdens in seeking other healthcare opinions, treatments, and recommendations; some patients may avoid health care all together. To meet this challenge of addressing culturally competent care of LGTBQ persons, two avenues should be pursued by the healthcare provider-educator. Healthcare provider-educators should encourage and promote the pursuit of healthcare careers by individuals of the LGTBQ+ community as a mechanism to increase awareness, knowledge, and access available to the patient of culture and ethnicity. Healthcare provider-educators should also encourage and promote the pursuit of knowledge, skills, and expertise in diagnosis and treatment of disorders more common to those of the LGTBQ+ community. Nurses and nursing students should be given clinical opportunities to give culturally competent health care of LGTBQ+ persons, professional development opportunities, research/practice opportunities to develop and review illustrated guides/texts, and other opportunities to share and collaborate with one another to increase the knowledge base and expertise. Increasing knowledge and education in this area will (a) improve nurses' use of language related to LGTBQ+ and cultural competencies, (b) provide more LGBTQ+ content in nursing curricula, and (c) enhance resources allocated to nursing research, education, and services regarding LGBTQ+.

Developing an Electronic Tracking Mechanism to Monitor Compliance With Pain Assessment and Reassessment

Sola Aina-Meshood, PhD, MSN, RN

Abstract

Encounter is a detail data generated by health care providers, nurses, and other healthcare professionals. The electronic tracking database will capture clinical conditions, services, and items provided to patients. Database encounter is utilized to record relevant patient characteristics such as pain; as well as treatment and outcome data. In addition, large quantities of organized data can be used to analyze patient populations, characteristic, symptoms and evaluate responses to pain management. Quality management is essential in the current health care environment. Quality management in an organization ensures the compliance with organizational procedures, standards and specifications, assures customer requirements and assures that these are met. The purpose of this project is to develop a tracking mechanism to monitor compliance with pain assessment and reassessment. Clinical note on pain documentation during admission and discharge of patients will be retrieved from an encounter to monitor compliance with organizational standards and credentialing. A pilot test of the data base will identify the burden of the data collection, the accuracy and completeness of the data and its overall usability in the everyday practice. Appraising the strength and weakness in the design and function will support improving the electronic database documentation of pain assessment and reassessment as a tool for quality management and research.

Exploring a New Model for Nurse Practitioners in an Emergency Department Triage

Kim A. Driggers, MSN, APRN, FNP-C

Abstract

The purpose of this project is to determine the efficiency of a newly developed model of utilizing a Nurse Practitioner (NP) in triage to decrease negative outcomes, left without being seen (LWBS), left without treatment (LWOT), length of stay (LOS) as well as increase patient satisfaction.

Learning to Hear a Silent Scream… Suicide: Warning Signs and Resources

Regina "Raye" Rogers, RN

Abstract

The purpose of this presentation, is to educate the public about the warning signs of suicide and some of the available resources in the North Alabama area. The goal is assist individuals to recognize early suicide warning signs and to know where to go, or who to contact for help, if they or a loved one need to speak with someone. Methods used to create this presentation included the following: input from mental health providers and psychiatrists in the local community, information obtained from public resources, such as the Alabama Department of Mental Health and American Foundation for Suicide Prevention, and direct conversations from individuals who have attempted suicide.

Factors Affecting Burnout and Stress in the Emergency Department

Britney Swann, BSN, RN, CCRN

Abstract

Purpose: Burnout and staff turnover are well-researched issues within nursing and no work environment is immune to these challenges. This project set out to determine the individual factors within one Emergency Department (ED) that affected the staff's feeling of burnout and stress, and how they affect the components of the healthy work environment. Staff self-reported their own feelings and perceptions and then a team of interdisciplinary staff was formed to help address the areas identified. Staff will be re-surveyed in 6 months to determine if the interventions have worked to decrease feelings of stress and burnout and to determine if the work environment was perceived as more healthy.

Design: Staff were asked to voluntarily self-report on current feelings to determine how individuals perceive the state of their work environment, and their honest feedback on personal stress and burnout. The Healthy Work Environment (HWE) survey designed by the American Association of Critical-Care Nurses (AACN) and the Maslach Burnout Questionnaire were the two surveys utilized in this project.

Methods: Email sent out to staff for anonymous participation in HWE survey at their convenience during a three week period in June 2019. Step two, the Maslach survey, was distributed in person the first two weeks of July 2019 within the department. Each survey was anonymous and each respondent only identified their role.

Results: In total, 21 people responded to the healthy work environment survey and 22 people did the Maslach burnout survey. Each survey was sent out to all staff, RNs, NPs, EMTs, PCTs, and unit secretaries. A good mixture of all types of staff members responded, allowing a more robust view of overall satisfaction within the department.

Limitations: Involvement of staff was voluntary so some staff were reluctant to self-report on these two surveys.

Implications for Practice: High rates of burnout are well documented among nurses and ancillary personnel caring for patients in the ED. By providing opportunities for staff to decompress and deal with stress and trauma we can help care for current staff, increasing the likelihood they will foster a more healthy work environment and want to stay in their current role, thus decreasing departmental turnover.

Exploring Social Determinant Impact on Nurse Advance Degree Attainment

Katilya Ware, PhD, RN

Abstract

The National Academy of Medicine had a 2020 goal to increase the proportion of baccalaureate and graduate-prepared nurses to achieve better access for patients. Educational preparation at the

baccalaureate degree or higher prepares registered nurses for greater professional responsibility and more complex practice (Robert Wood Johnson Foundation, 2013). Schools of nursing are reporting increased enrollment, especially enrollment of students from underrepresented groups in baccalaureate and graduate nursing programs. However, graduation data reported suggests that schools of nursing are not retaining a significant number of students enrolled in graduate nursing programs. In 2016, approximately 15.7% of nurses in Alabama reported a master's degree as their highest level of education, 2.2% reported a Doctor of Nursing Practice, 6.5% reported a Doctor of Philosophy as their highest degree in nursing. In addition, 1.5% reported their highest level of education as a Doctoral Degree in a field other than nursing and 0.3% reported having a master's degree in a field other than nursing. However, 52.1% of data related to the highest level of education obtained by nurses in Alabama is unknown.

Several factors can impact an individual's decision to attend college. Even though several benefits are associated with obtaining a college degree, various circumstances hinder enrollment and completion of a college education (Healthy People 2020). Factors can include race, ethnicity, social class, gender, education, economic stability, housing, and support systems. This study will examine economic and social conditions that impact a nurse's decision to obtain an advanced degree.

A questionnaire developed using the Healthy People 2020 "place-based" organizing framework as a guide will be administered to nurses from various nursing organizations in Alabama. The target population will consist of practicing nurses with and without graduate nursing degrees attending the 2019 Alabama State Nurses Association Convention in Point Clear, Alabama. At this time preliminary data will be obtained. Data will be analyzed using descriptive statistics for closed ended questions and identification of themes for open ended questions. Data will be presented at an upcoming conference.