

# Impact of DNP Academic-Service Partnerships: Meaningful Outcomes and Sustainability for Operating Room Nurses

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HONORING NURSES INTERNATIONALLY  
IN MEMORY OF J. PATRICK BARNES

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# Objectives

## Describe

Describe the value of collaboration between academic and healthcare organizations to support quality outcomes.

## Identify

Identify the DNP role as a change agent to create and sustain a healthy work environment.

## Discuss

Discuss the impact of a program of meaningful recognition as a quality improvement strategy to support a healthy work environment.

# Future of Nursing





***“Change is the province of leaders, inspiring people to struggle against uncertain odds and persevere toward a misty image of a better future.”***

**(Kouzes & Posner, 2012)**



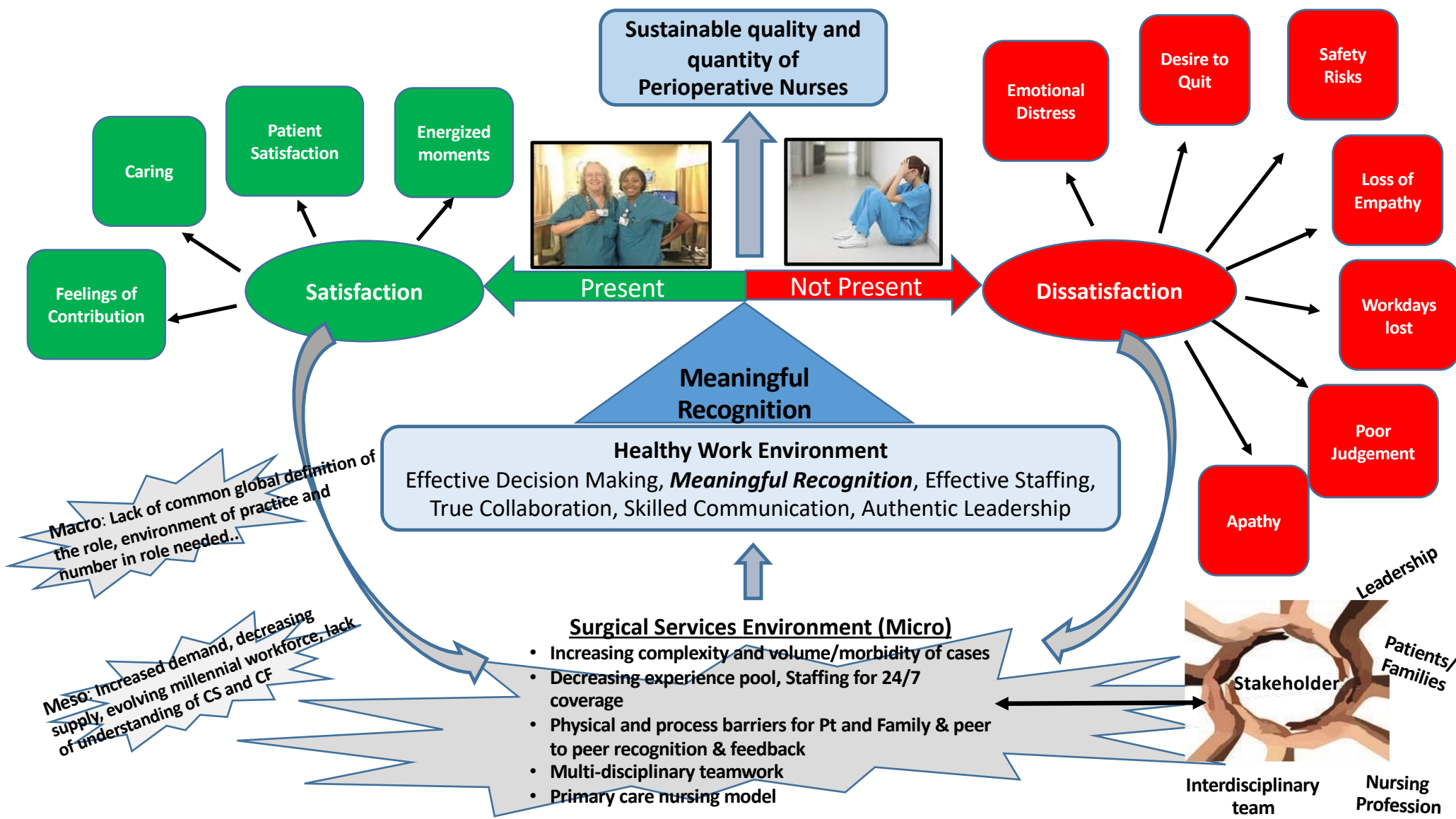
# The DNP Candidate: Quality Improvement Role

The journey begins.....

- DNP Essentials
- Quality Improvement Project Identification
- Translation of Evidence
- Outcomes







## Project Overview

*The purpose of this project is to increase the use of an evidence-based program of meaningful recognition, defined as a component of a healthy work environment (AACN, 2016), to improve job satisfaction of operating room nurses practicing in a mid-Atlantic, suburban medical center.*



70% WERE  
OLDER THAN 40  
YEARS OF AGE



54% HAD BEEN ON  
THE UNIT > 5  
YEARS



79.6% HAD A BSN  
OR HIGHER



63% WERE  
CERTIFIED IN THE  
OR- CNOR

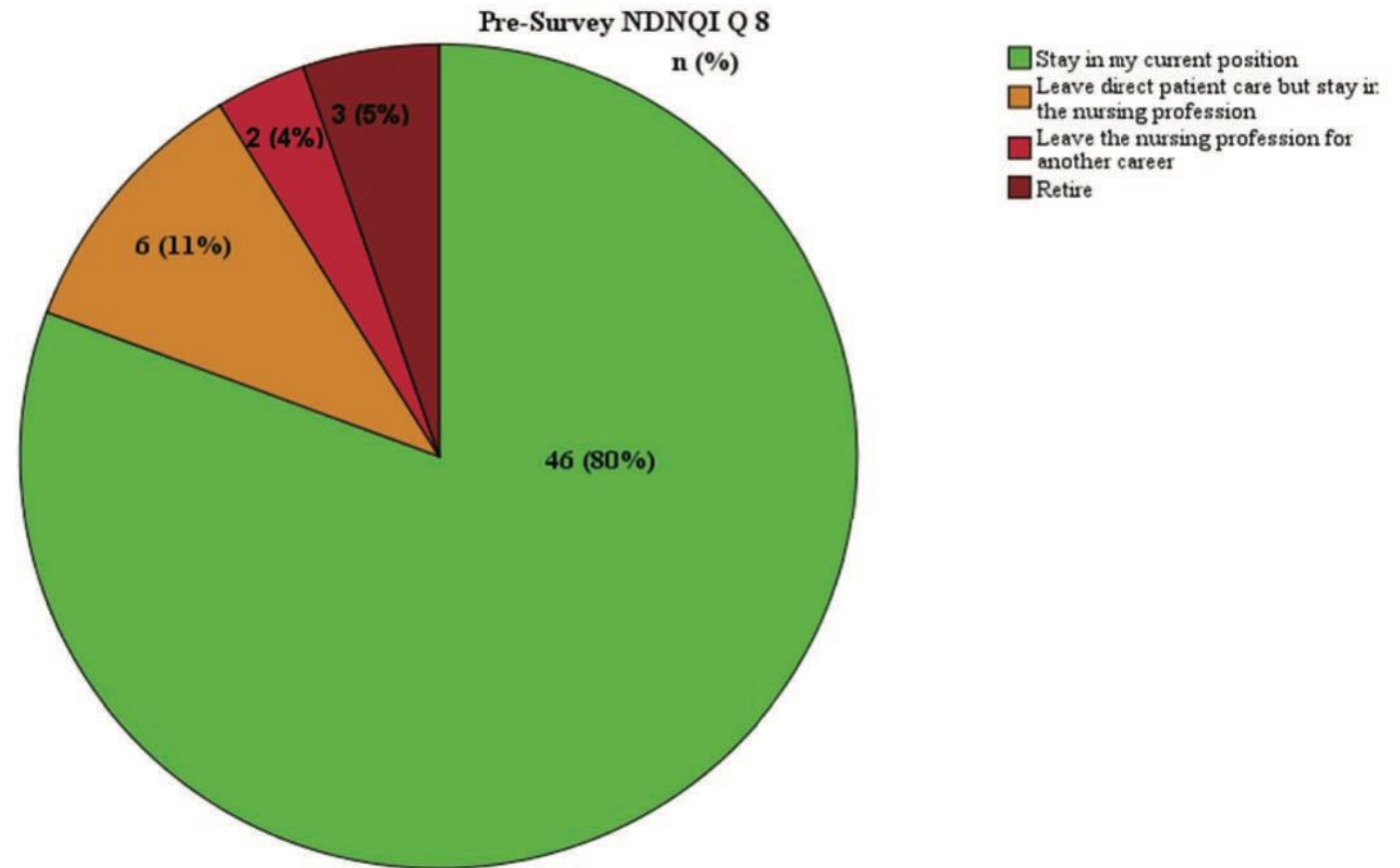
## Professional Characteristics of the RN staff



# Meaningful Recognition and Operating Room Nurses

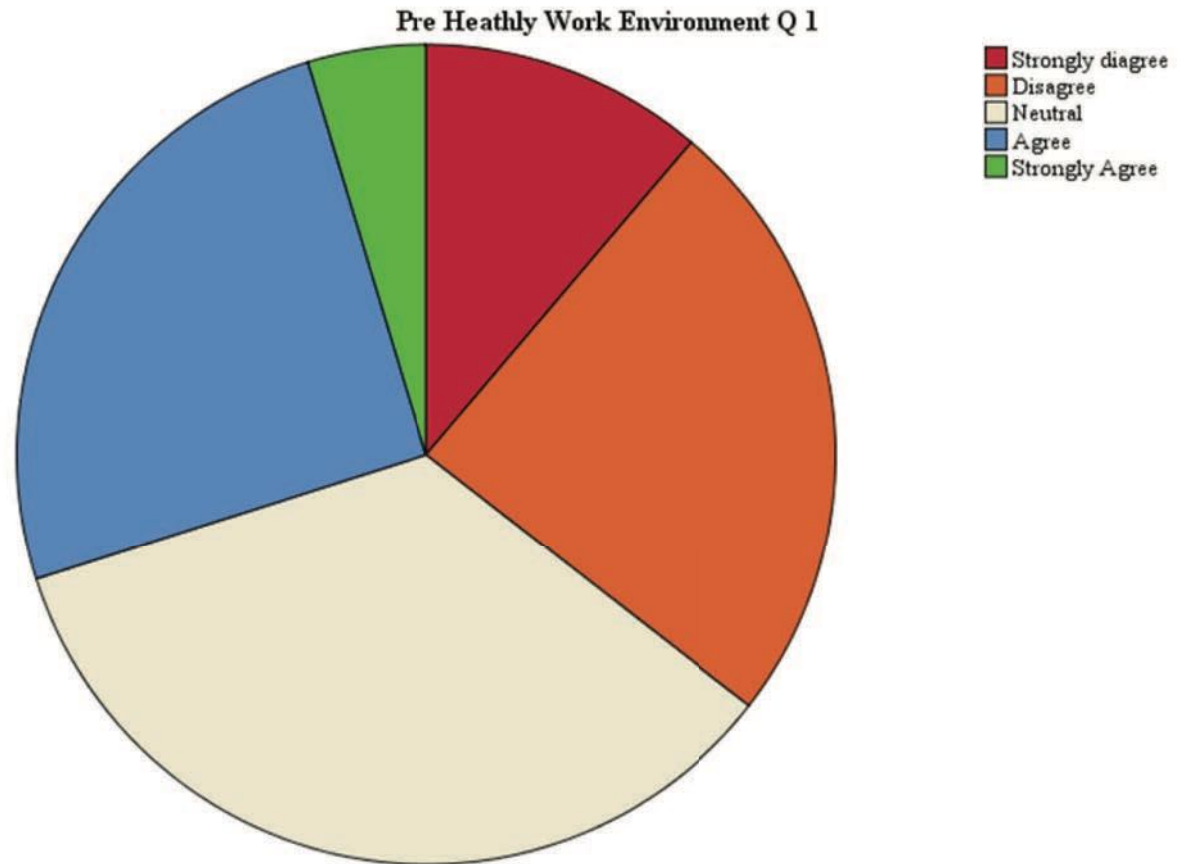
## Job Enjoyment

> 20% of RNs plan to leave



# Meaningful Recognition in the OR

The formal reward and recognition systems work to make **nurses and other staff** feel valued





Education

DAISY Award

Leadership Huddles

HOT Cards (Honor Our Team)

Journal Articles

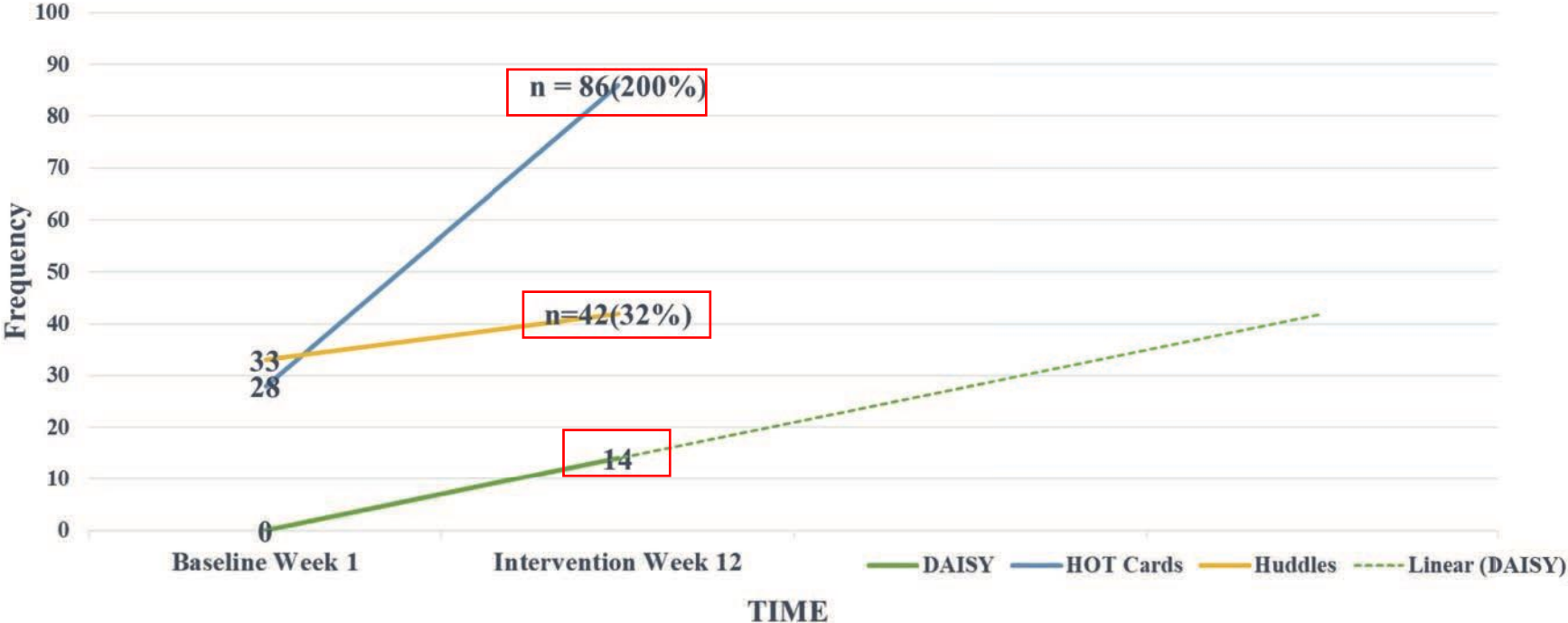
Operating Room Nurse Recognition



# Quality Improvement

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# Results...by the numbers



Frequency of Recognition by Type

Use of Meaningful Recognition increased more than 50%

# Translation into Practice



*“As a result of this experience, I see that people that I work with differently. Before they were just people who came to work each day. Now I appreciate them as individuals for their unique qualities and skills. It is about the quality of the individual, not the quantity of who shows up.”  
(PIT member-ST)*





# Forming Meaningful Partnerships



Whenever a partnership is formed,  
there has to be a benefit to the  
partners; otherwise, they don't form it.

Unknown



# Ideal: Academic and Healthcare Partnerships

Cathaleen Ley, Ph.D, RN AAMC



# Sometimes the Reality: Academic + Healthcare



© Stephen Bailey

# BENEFITS



Access to practice environment

Accessibility of projects

Multiple project options

Access to teams

Implementation in complex environment

**Academic  
Organizations**

# BENEFITS



Increase capacity for EBP projects  
Engagement of bedside nurses  
Staff RN Empowerment  
Supports Magnet hospitals

Healthcare  
Systems



## Meaningful Partnership Requires:

- Alignment
- Measurable outcomes tied to organizational needs
- Sustainability



# Alignment





Healthcare and Academic



Project and Organizational



Unit/department and Project



Mentor and Student





Meaningful quality  
outcomes



**Currently Collected**

**Organizational Needs**

**Magnet Requirements**

**Feasibility**



Sustainability



**To improve but not maintain,  
eventually diminishes any gain.**

Cathleen Ley, Ph.D., RN-AMC

**onimproving**



# Roots of Sustainability

- Staff Engagement
- Culture
- Leadership
- Teams
- Workflow
- Dissemination



A person's hand is visible in the foreground, holding a torch with a bright, multi-colored flame (yellow, orange, and purple) against a dark blue background. The torch is the central focus, and the person's hand is partially visible on the right side of the frame. The overall mood is one of illumination and guidance.

## Sustainability Plan

- Leadership support
- Develop plan
- Delegate tasks
- Metrics

Call To Action





# Academic-Service DNP Partnership for Impact

- Reconsider academic timelines to improve alignment with practice environment
- Focus on project impact and sustainability within an organization versus “one and done”
- Project Types
  - Practice needs
  - Group projects
  - Longitudinal projects
- Nursing expertise in QI methods
- Provide resources to facilitate process improvement – SON support for clinical liaisons



# Rigor with Maturity---DNP in the Future

- Timothy Porter-O'Grady
  - 2025- Currently DNP program is an average master's program and a watered down PhD program
- DNP Project
  - Clinical Partner as truly a major stakeholder 50:50
  - Expectations of all considered
- Shared Needs – Sweet Spot of Service in the overlap
  - Academic
  - Clinical
  - Student

OUR  
Weekend  
Team  
Rocks!



HOT Rec

Name of employee or team I'd like to recognize: Pinky  
Employee's dept./unit: HPOR  
Values displayed: (circle all that apply)  
Compassion  Dedication  Innovation  Collaboration   
Trust  Quality  Diversity

HOT Recognition Card



RECOGNIZE  
a fellow employee or team for a job well done.

Use this HOT card to recognize an employee or team for a job well done. Be a simple note of appreciation.

Name of employee or team I'd like to recognize: Jean Rhodes  
Employee's dept./unit: HPOR  
Values displayed: (circle all that apply)

Questions?

Anne Arundel  
Medical Center

# Acknowledgements

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