Title
Networking with Clinical Nurses: Fusing Magnet & Organizational Missions

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Fusing Magnet & Organizational Missions

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Mission

What is your organization’s Mission?
American Nurses Credentialing Center
Magnet Recognition Program® Goals

1. Promoting quality in a setting that supports professional practice
2. Identifying excellence in the delivery of nursing services to patients
3. Disseminating “best practices” in nursing services

Mission = leadership’s perspective

- “The mission of the UCSD Libraries is to be leaders in providing and promoting information resources and services to the UCSD community when, where, and how users want them.”

- “Clinical Excellence - through service, innovation, & education.”
My Story

- What are the issues & challenges of providing information services to nurses & allied health?

- What are the barriers to nurses’ readiness for evidence-based practice?


Methods

- **BARRIERS scale**

- **EBPQ Knowledge, Attitudes, Practice**
Outcomes

Top-ranked knowledge needs

1. Converting information needs into a question
2. Research skills
3. Ability to determine validity of material
4. Awareness of information types & sources
   - Ability to critically appraise
5. IT skills
6. Ability to identify gaps in own practice
7. Knowledge of how to retrieve evidence
Outcomes

- Barriers
  - Time (2x)
  - Lack of Autonomy (authority / implementation)
  - Unaware of Research (#5)
  - Relevant literature not compiled in one place (#6)
Outcomes

Facilitators

- Learning opportunities
  - what we already do, but more proactively offering it (when & where they want it)

- Culture building
  - Using Magnet & EBP language in support of their structure & process

- Availability and simplicity of resources
  - “when, where, & how they want them”
Implications

❖ Consortium for Nursing Excellence, San Diego

➢ Collaboration among 5 hospitals & a university
➢ Created Evidence-Based Practice Institute
Consortium for Nursing Excellence

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#10 Community & the Hospital: positive productive corporate citizen
Implications

- Digging for Dinosaurs contest
  - Encouraging a culture of questioning & innovation
  - Teaching nurses to translate clinical questions to a research format (PICO)
  - Monthly award (from Research Council)
  - Action Research Project
Implications

- **Research Council service (organizational structure includes shared governance)**
  - Regularly scheduled workshops in library or on-site in the hospital "Searching the Nursing Literature Effectively" – offer 2 CEUs.
  - Consults & literature searches to support EBP projects specifically related to nurses’ professional development and advancement
  - Presentation support (posters, ppt)
  - Writing support group
Research Council

#2 Organizational Structure: flat, shared governance committee structure

#4 Clinical Promotional Opportunities

#8 Consultations & Resources: adequate consult & other human resources available
Fusing Mission to Magnet

- Attend Nursing Education Dept meetings to learn what they’re interested in and working on

  - Then PUSH INFORMATION to them selectively
    - Wound Wednesdays/Skin Committee
    - Fall Prevention
    - Handoff Communication
    - Core Measures
    - Hospital Standards
Fusing Mission to Magnet

- Provide relevant resources & make them readily available
  - Links to library on *their* "home" pages
  - Link to IV compatibility and adverse reaction reports on websites they already use in critical care
  - Link footnotes in Nursing Standards (they wrote) to records of books & articles
Fusing Mission to Magnet

 SERVICE: New Employee Orientations

- *Invite them* to the library in context of organizational mission & Magnet language
- Promote quality & depth of library’s resources
- Acknowledge them as professionals, support lifelong learning, encourage education, & announce service in support of clinical excellence
- Talk about library support of Research Council
- Digging for Dinosaurs - innovation contest
New Employee Orientation

#14 Professional Development: significant emphasis on orientation

#4 Personnel Policies & Pgms: competitive benefits--promote library as benefit!
Fusing Mission to Magnet

- **Education** on-site in *their* comfort zone
  - Unit-based
  - Shared-governance councils
  - Nurse Residency Program - guest speaker
  - New Grad Education - Nurses as Teachers
  - Support whatever they are doing wherever they are doing it
Class for Respiratory Care on their unit

#2 Organizational Structure: unit-based

#14 Professional Development: in-service, continuing education

#7 Quality Improvement – staff nurses participate in QI
New Grad Education Committee

#7 Quality Improvement: Staff Nurses Participate

#11 Nurses as Teachers

#14 Professional Development & emphasis on orientation
Be willing to go to them.