DNP PIONEERS:
Intrigue, Adventure, Inspiration

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WHAT IS THE DNP?
Focus of Today’s Journey

- #1 DNP Pioneers
  - Key elements of the pioneer journey
    - Intrigue
    - Adventure
    - Inspiration
- #2 The golden circle of leadership
  - Start with the why
  - WHY the DNP
Definition of Pioneer

- A person who goes to a new, often uninhabited or uncivilized place to live or work
- A person who is the first to study some new subject or use or develop a new technique or approach

You are a DNP Pioneer

WHO ARE YOU?
The Pioneer Role Déjà vu

- DNP pioneers like first NP pioneers
  - Breaking Free
  - Molding the Clay
  - Encountering Obstacles
  - Surviving the Proving Ground
  - Staying Committed
  - Building the Eldership

Brown & Draye, 2003

Proud to Be A DNP Pioneer

- Proud to be a pioneer
  - Overarching theme in DNP students study
    "I like to be a trailblazer and I feel like we are on the Starship Enterprise."
  - Being a pioneer both a benefit and responsibility
    "I am honored to be a pioneer and have the opportunity to impact those who come behind me and impact the profession of nursing."

*Kaplan & Brown, 2009
Themes From Pioneer NP Study*

• “Surviving the Proving Ground”
  - Establishing credibility
  - Explaining oneself
  - Choosing the battles
  - Fighting for legitimacy
  - Building networks

*Draye & Brown, 2000

Our Strength: Build Identity as Pioneers

• Cultivate the pioneer spirit
  - Communications with the community
  - Communications with students

• Prepare ourselves, our students, colleagues to **expect** the pioneer role…… for decades

• We have been here before!
What is the Pioneer Journey Like?

- Intrigue
- Adventure
- Inspiration
What is Intrigue?

• Definitions:
  ▪ Cause to be interested or curious
  ▪ Something is interesting and makes you think
  ▪ The curiosity or interest prompted by something unusual, new, or otherwise fascinating or compelling
  ▪ Points to the mystery of what’s ahead

Remember When……
You Were 1st Intrigued About the DNP?

• Faculty
  ▪ Developer, architect, synthesizer
  ▪ Educator
    ° Do you remember the 1st time you walked in (or connected online) a classroom of DNP students?

• Students and graduates:
  ▪ Do you remember the 1st time you thought of returning to school for a DNP degree?
Embrace What “Pulled You” Toward the DNP

Seeing the power of the APRN role to make a difference

Dean Nancy Woods

ad-ven-ture
Adventure

• Definition
  • An unusual, exciting, activity
  • The exploration of the unknown
  • To proceed despite risks

• “Predictable uncertainty” *
  • It will be a constant companion

*Brown and Kaplan, 2009

Adventures

Nurse practitioners were ‘Lone Rangers,’ founder says as inducted into the Women’s Hall of Fame.

CNN, Oct. 2011
Adventure of a DNP Program

University of Washington School of Nursing

Practice Doctorate Task Force began

Approval by:
DNP Faculty

DNP 1st Class began:
Cohort 1: Post Masters

2003 2005 2006 2007 2012

Approval by:
Graduate School
UW Board of Regents
Higher Education Board

Cohort 2: Post Masters & Post BSN

Cohort 7: Post Masters & Post BSN

Along the Way....”Encountering Obstacles”

• The “Graduate School
• The University
• The State
• The Church
• Policies regarding doctoral degrees
• Resources, time
• Fear of change

*Brown & Draye, 2003
in-spire
What Does Inspiration Mean?

• We all want to be inspired but what is inspiration exactly?
• Inspiration means literally, "to breathe in and be filled with spirit of the gods"
• Modern meaning: a motivating action

Inspiration

• To inspire is to:
  ▪ To stimulate to action; motivate
  ▪ To affect or touch
  ▪ To draw forth; elicit or arouse:
  ▪ To be the cause or source of; bring about

• We are inspired by the why
Why Are You Here Today?

- The school or healthcare facility paid your way?
- Faculty:
  - To obtain new ideas?
  - To share your successes and challenges?
  - To hear how ‘other schools’ implement the DNP?
- DNP students & grads
  - To generate ideas for your “next step” with new depth of information?

*Be with people who believe what you believe?*
Trust

Seeing the World Differently Through Education

• Remember Our Key Assumptions
  ▪ Education prompts us to grow, learn, and see the world differently
  ▪ Research says increased education enhances workers' competency
  ▪ Continuous increase in complexity of work
    ◦ Professions' continue to raise educational standards
      - Teachers—Certificate to Bachelors, some Masters
      - Social workers—Bachelors to Masters
      - Physical Therapists—Bachelors to Practice Doctorate
What is the DNP?

- Practice doctorate degree
- Prepare leaders and APRNs*

*APRNs= Advanced Practice Registered Nurses
How Do We Do the DNP?

• Expanded curriculum with new lens
• Courses to improve practice:
  ▪ e.g. Advanced Behavior Change, Reflective Practice
• Courses to improve leadership expertise
  ▪ e.g. Transitions and change
• Courses to improve the system, agency, approach to delivering care
  ▪ e.g. Program Evaluation
why

WHY the DNP: facts?

- Escalating needs/expectations for new practitioners
  - Rapid entry into complex practice
  - Exploding fields of new knowledge
  - Escalating chronic illness
  - Unsustainable health care costs
  - Mandates for tracking and improving effectiveness AND outcomes
Why the DNP…Now?

• Practice inquiry
  ▪ Need to be facile with appraising/translating evidence, critically appraising clinical practice guidelines, etc.

  ▪ What types of approaches and evidence can boost?:
    ◦ Patient satisfaction, safety, quality
    ◦ APRN individual and system expertise

Practice Inquiry Emphasizes

• Comparative effectiveness and translational science

• Effectiveness—
  ▪ Naturalistic setting
  ▪ Who is most likely to benefit from an intervention under what kind of circumstances?

• Move from efficacy research
  ▪ Cause and effect relationships between treatment and outcomes in a controlled setting
Seeing the World Differently Through Education

- Remember Our Key Assumptions About Education
  - Education prompts us to grow, learn, and see the world differently
    - Increased education enhances workers’ competency
    - All professions continue to raise educational standards
      - Teachers—Certificate to Bachelors, some Masters
      - Social workers—Bachelors to Masters
      - Physical Therapists—Bachelors to Practice Doctorate
  - Effect of enhancing education of Americans with lowest educational level
    - Data reveals would dramatically enhance nation’s health
Opening Doors: The Practice Degree that Changes Practice

Brown & Kaplan, 2010

What We “Know”…

• Student and faculty enthusiasm and optimism are testimony to the potential of the DNP to advance nursing and health care

• DNP education is increasing the visibility, participation, and effectiveness of nurses and APRNs

• DNP graduates are becoming leaders in meeting the challenges of today’s healthcare environment
What DO We Believe About the DNP? First Steps

• The DNP is the essential foundation for APRNs to enter practice

• The DNP provides opportunities for students to
  ▪ see the world of practice differently
  ▪ build expertise, confidence and enthusiasm to
    ◦ create a career that nurtures growth, enriches life, and
      makes a difference for patients, families, communities and
      systems

• DNP graduates are “*molding the clay*”
  ▪ Help the community understand who they are and what they bring

Focus of Today’s Journey

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    ◦ Inspiration

• #2 The golden circle of leadership
  ▪ Start with the why
  ▪ WHY the DNP
Pioneers Knowing WHY

“May we hope that when we are all dead and gone, leaders will arise who have personally experienced the hard, practical work, the difficulties and the joys of organizing nursing reforms, and will lead far beyond anything we have done.”

—Florence Nightingale

My Why

Thank you pioneer DNP students and faculty across the nation for your professional commitment, courage and enthusiasm.

• You are our future leaders ‘leading the way’!
• I am honored to follow in your footsteps
• YOU are my WHY
References